SH Rating Profile

SH (BA) Manning

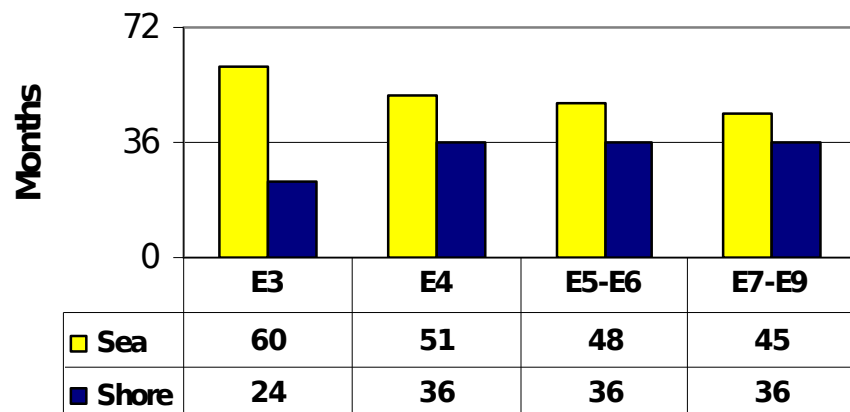|	E1-E4	E5-E6	E7-E9	Overall
ALNAV	98.2%	104.3%	95.6%	100.5%
SH	106.3%	105.5%	100.0%	105.6%

SH Sea/Shore Rotation

	E3	E4	E5-E6	E7-E9
Sea	60	51	48	45
Shore	24	36	36	36

Overall Rating Grade 🟡

Category	E1-E4	E5-E6	E7- E9	Overall
Manning	🟢	🟢	🟢	🟢
Sea/Shore Rotation	⚪	🟡	🟡	🟡
Advancement Opportunity	🟢	🔴	🟡	🟡
Recruiting				🔴
Shore Billet Quality				🔴

	Zone A	Zone B	Zone C	Overall
Reenlistments	🟢	🟢	🟡	🟢
Attrition	🟡	🟢	🟢	🟢

	Yes	No
SRB		√
EB	√	
Priority Rating		√
Striker/Entry Opportunity	Approval Required	
Perform to Serve (PTS)	√	

EB Oct-Sep $2K

SH Billet Locations
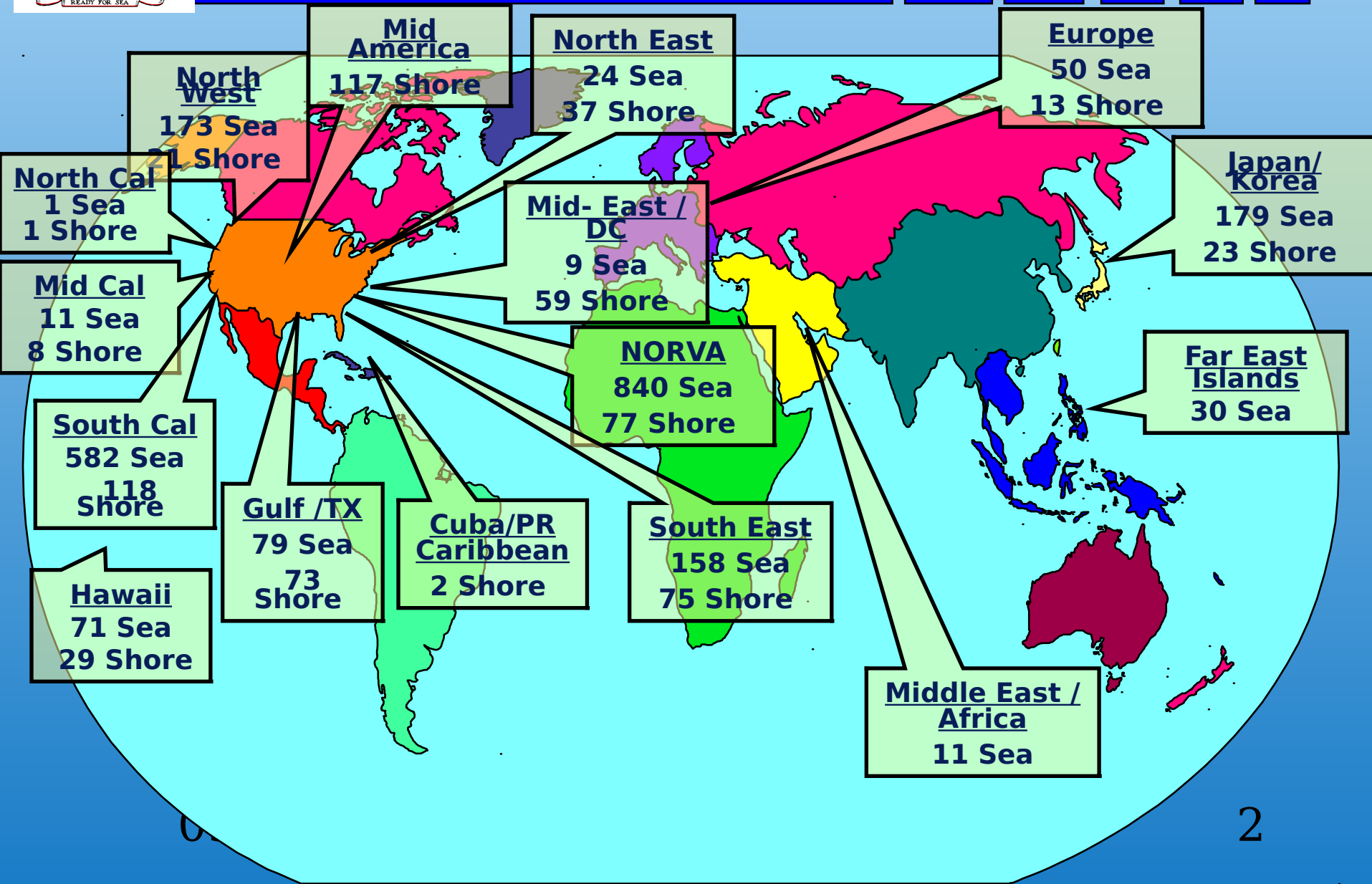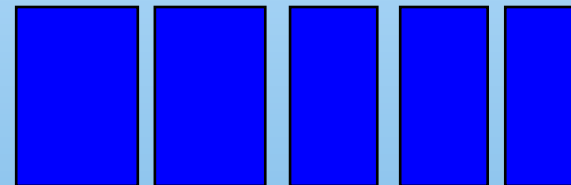
Mid America 117 Shore

North East 24 Sea 37 Shore

Europe 50 Sea 13 Shore

North West 173 Sea 21 Shore

North Cal 1 Sea 1 Shore

Japan/Korea 179 Sea 23 Shore

Mid- East / DC 9 Sea 59 Shore

Mid Cal 11 Sea 8 Shore

NORVA 840 Sea 77 Shore

Far East Islands 30 Sea

South Cal 582 Sea 118 Shore

Gulf /TX 79 Sea 73 Shore

Cuba/PR Caribbean 2 Shore

South East 158 Sea 75 Shore

Hawaii 71 Sea 29 Shore

Middle East / Africa 11 Sea

2

SH Inventory Distribution

(by length of service)

Legend: 04 EPA, E9 - 119%, E8 - 104%, E7 - 96%, E6 - 110%, E5 - 107%, E4 - 122%, E1-3 - 86%, Re-Enlisted

E4 - 8 Year HYT---loss of 94 SH3

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
04 EPA	394	388	347	314	181	153	144	128	110	86	68	65	60	59	57	56	54	52	52	52	18	12	8	7	5	4	3	3	0	0	
E9-119%																		1	1		3	1	1	3	4	1	4	1	4	8	
E8-104%													2		4		8	2	6	9	4	5	3		4						
E7-96%											1	3	4	8	14	14	10	14	18	14	4	1									
E6-110%					1	4	8	10	16	27	20	31	37	39	47	77	69	67	5												
E5-107%			2	24	41	81	53	61	60	77	47	52	42	36	29	21	19	16	14	11	3										
E4-122%	4	47	169	212	148	138	79	54	23	12	2	1	1					1													
E1-3-86%	170	216	186	92	16	9	1	1	2	1																					
Re-Enlisted				178	171	218	127	99	70	84	56	77	58	62	68	62	74	106	85	60	30	18	7	4	3	4	3				
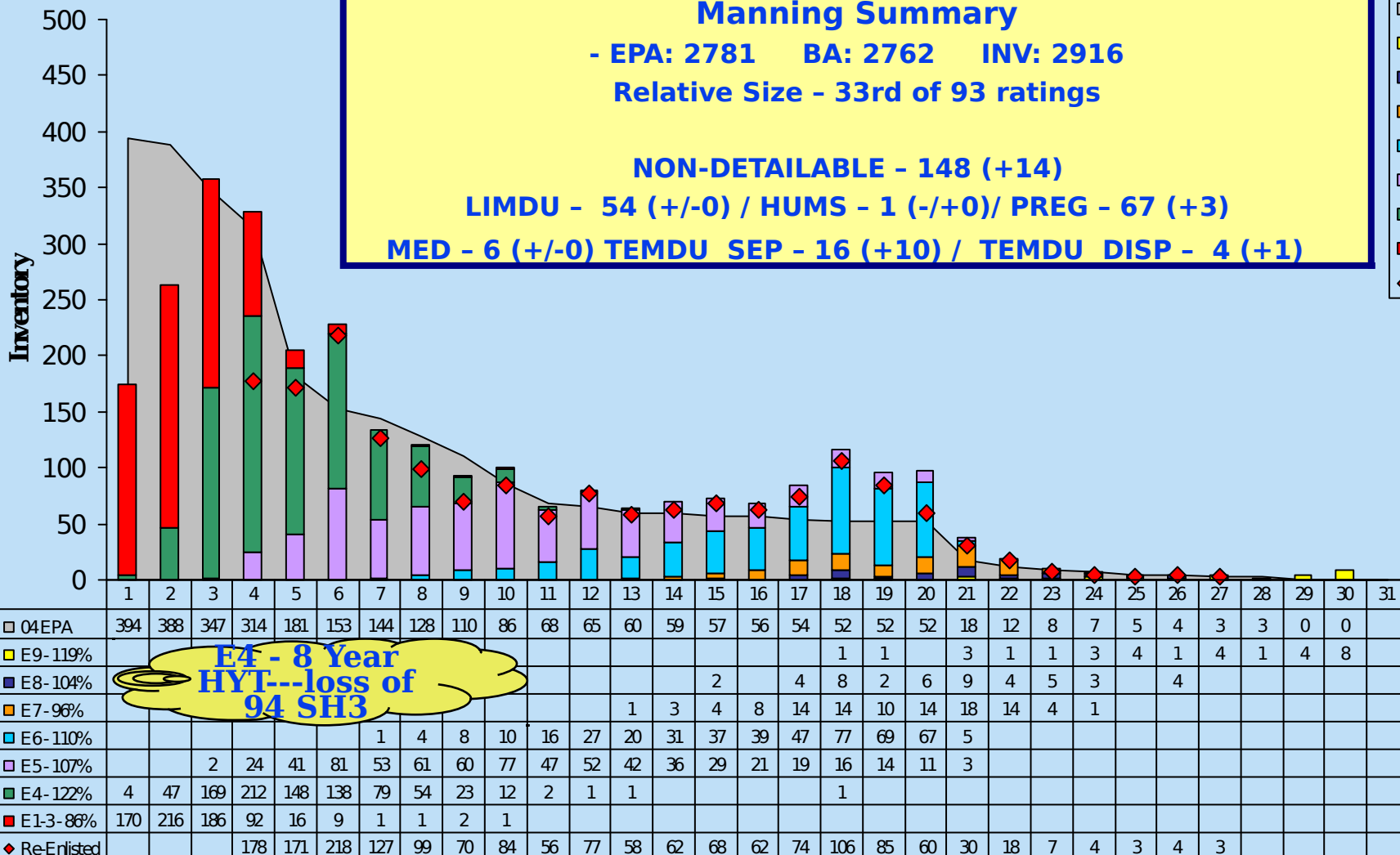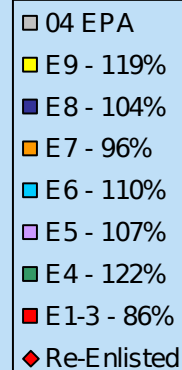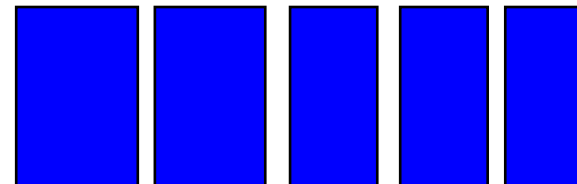
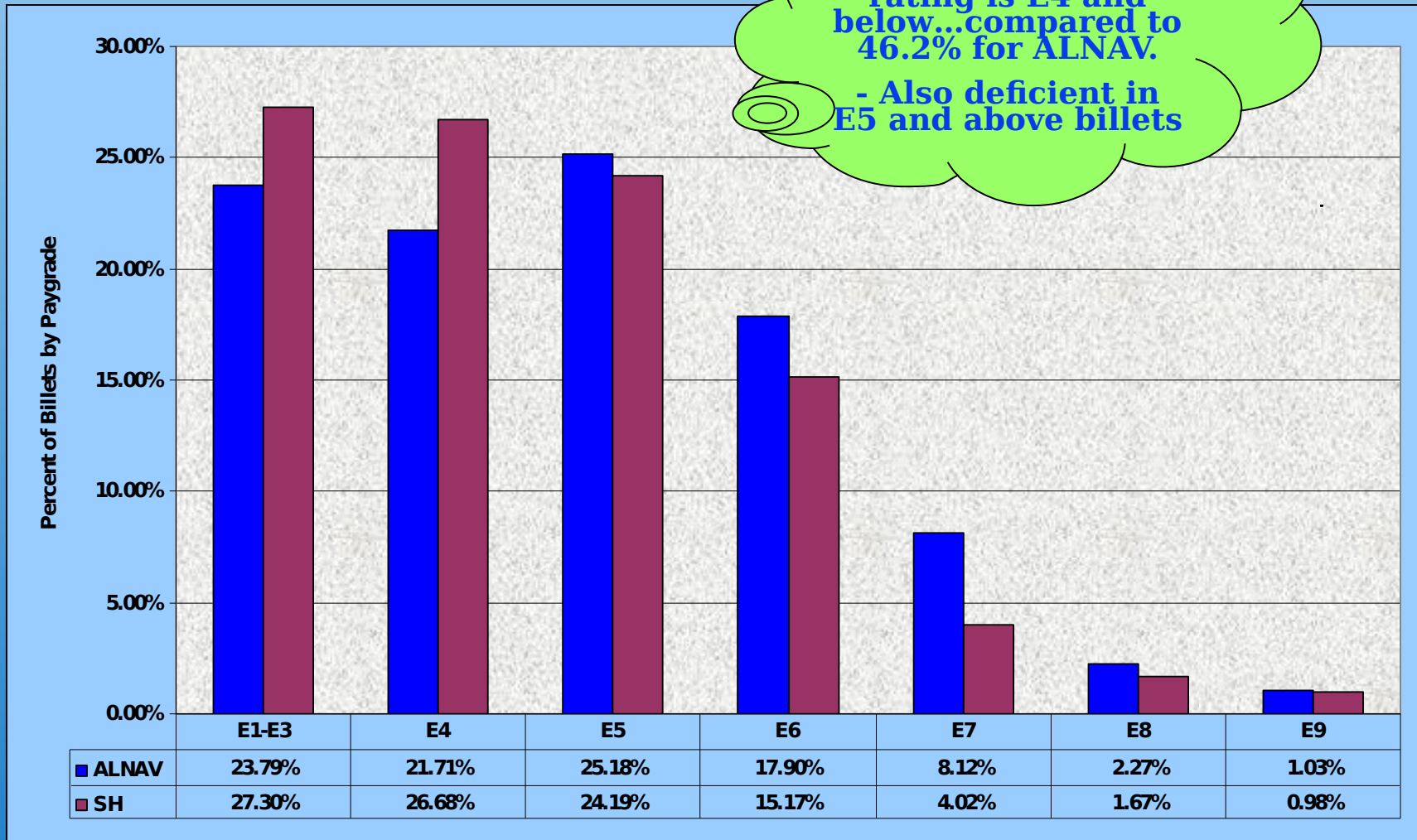SH Rating
Billet Analysis

SH Paygrade Distribution (Billet Pyramid/Diamond)

- 56.2% of the SH rating is E4 and below...compared to 46.2% for ALNAV.
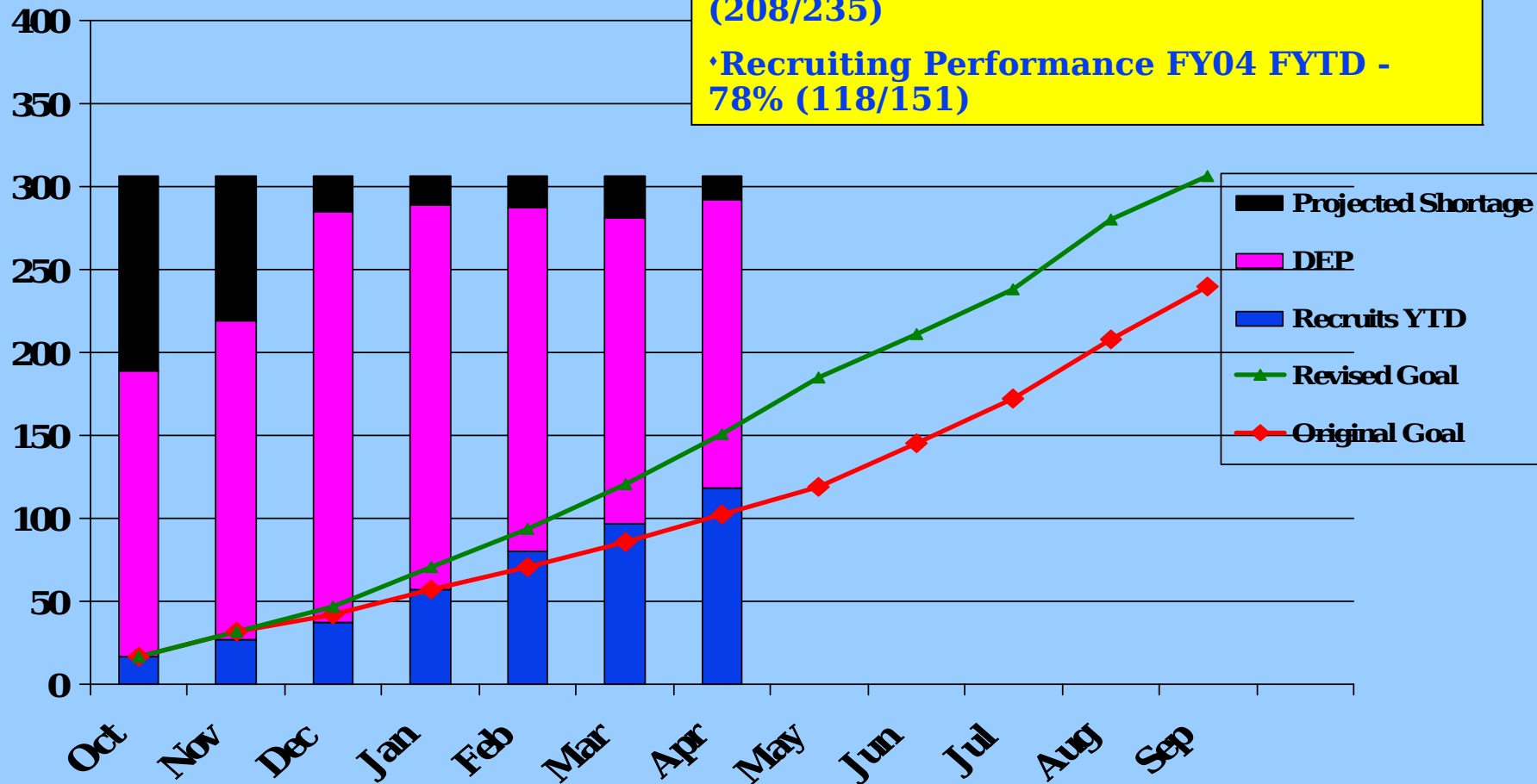
- Also deficient in E5 and above billets

Percent of Billets by Paygrade

	E1-E3	E4	E5	E6	E7	E8	E9
ALNAV	23.79%	21.71%	25.18%	17.90%	8.12%	2.27%	1.03%
SH	27.30%	26.68%	24.19%	15.17%	4.02%	1.67%	0.98%

SH Recruiting

•Recruiting Performance FY02 - 103% (448/436)

• Recruiting Performance FY03 - 89% (208/235)

•Recruiting Performance FY04 FYTD - 78% (118/151)
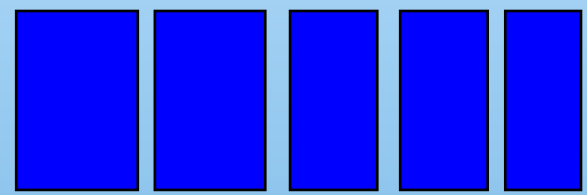

Legend:
- Projected Shortage
- DEP
- Recruits YTD
- Revised Goal
- Original Goal

Months: Oct, Nov, Dec, Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep

Y-axis: 0, 50, 100, 150, 200, 250, 300, 350, 400

09/13/16

7

SH Rating Retention Rates

PERCENT

FY93 FY94 FY95 FY96 FY97 FY98 FY99 FY00 FY01 FY02 FY03 Oct Nov Dec Jan Feb Mar Apr May Jun Jul Aug Sep

ZONE A   ZONE B   ZONE C

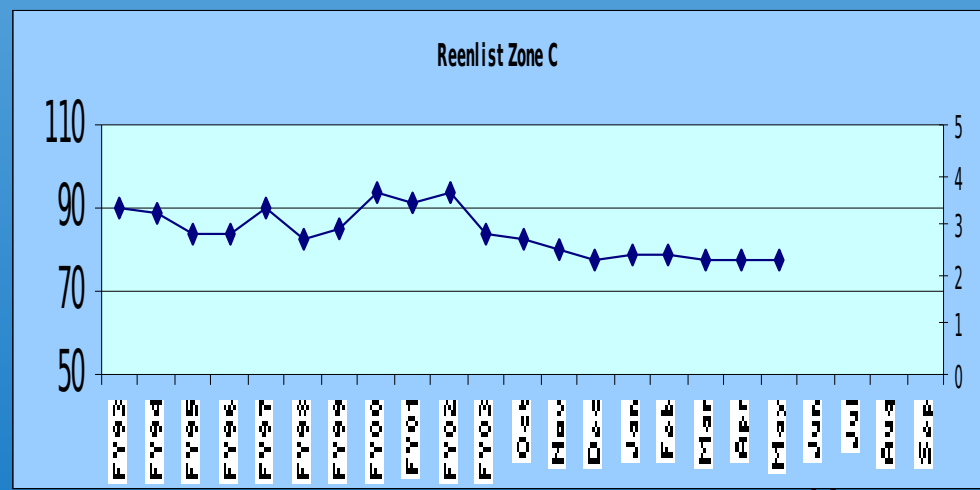# SH Rating
Reenlistments Compared With SRB Levels
(History)

Reenlist Zone A

• SRB = Highest Level At Year Established

Legend: ◆ Reenlist % ■ SRB Award Level

X-axis: FY93, FY94, FY95, FY96, FY97, FY98, FY99, FY00, FY01, FY02, FY03, Oct, Nov, Dec, Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep

Reenlist Zone B

X-axis: FY93, FY94, FY95, FY96, FY97, FY98, FY99, FY00, FY01, FY02, FY03, Oct, Nov, Dec, Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep

Reenlist Zone C

X-axis: FY93, FY94, FY95, FY96, FY97, FY98, FY99, FY00, FY01, FY02, FY03, Oct, Nov, Dec, Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep

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SH Reenlistments and Attrition

Period of Report...
01 May 03 to 31 May 03

	Zone A (0-6 Years)	Zone B (7-10 Years)	Zone C (11-14 Years)
SH Actual reenlist	51%	73%	78%
SH ECM Goal/Reqd	50%	58%	86%
ALSUP Actual	61%	76%	89%
ALNAV Actual	53%	73%	86%
SH FY 03 Actual	54%	81%	84%
SH Attrition	8%	3%	3%
ALSUP Attrition	7%	3%	2%
ALNAV Attrition	8%	2%	1%
SH FY 03 Attrition	8%	2%	1%

126 sailors lost

FY 02 Attrition Facts (Zone A)

SH: **7.20%** 1) Drug Abuse – 2.40%
2) Misconduct –1.27 %
3) Personality Disorder / Medical or Disability – **0.67%** (each)

Supply: **6.56%** 1) Drug Abuse – 2.11%
2) Misconduct – 1.26%
3) Medical / Disability - **0.43%**

ALNAV: **9.0%** 1) Drug Abuse – 2.19%
2) Fraud/Erroneous Entry - **1.69%**
3) Misconduct – 1.54%

SH: **7.71%** 1) Drug Abuse – 2.32%
2) Misconduct – 1.47%
3) Personality Disorder – **0.8%**

Supply: **6.97%** 1) Drug Abuse – 2.04%
2) Misconduct – 1.18%
3) Personality Disability - **1.10%**

ALNAV: **8.3%** 1) Drug Abuse - 1.7%
2) Fraud/Erroneous Entry - 1.5%
3) Misconduct – 1.3 %

SH Rating
NEC Manning and SRB Rates

Zone A – 0.0
Zone B – 0.0
Zone C – 0.0

Legend:
- Strength
- BA
- Inventory

Chart values:
- NEC 3122: Strength 727, BA 541, Inventory 1309
- NEC 3131: Strength 28, BA 505, Inventory 263
- NEC 3538: Strength 32, BA 26, Inventory 54
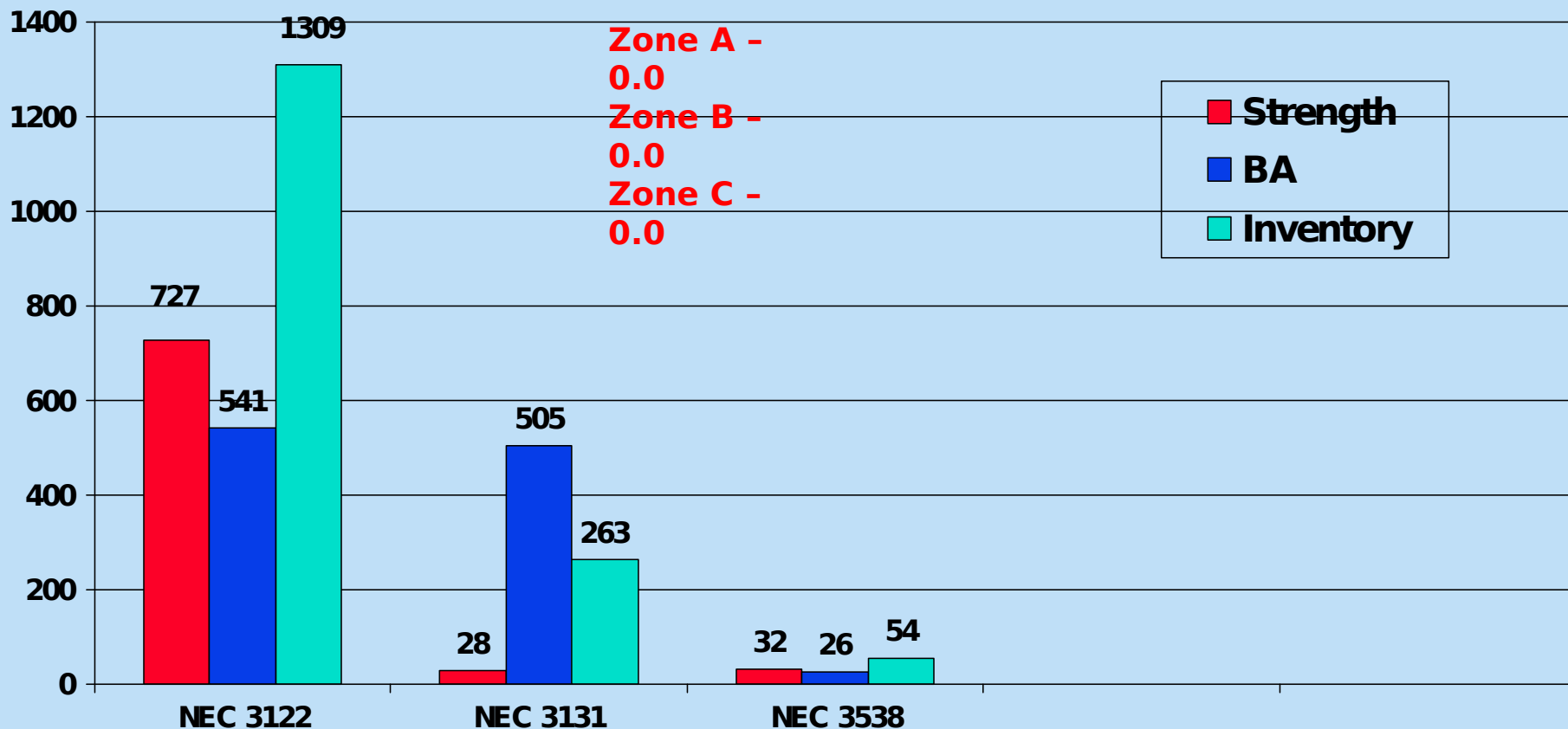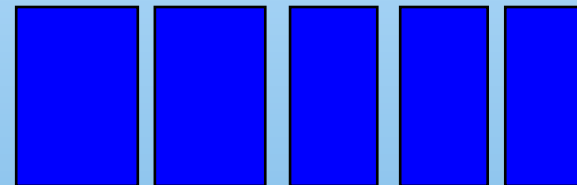
3122 - Barber
3131 - Automated Afloat Sales and Service Manager (ROM II)
3538 - Bachelor Quarters Management

SH Advancement

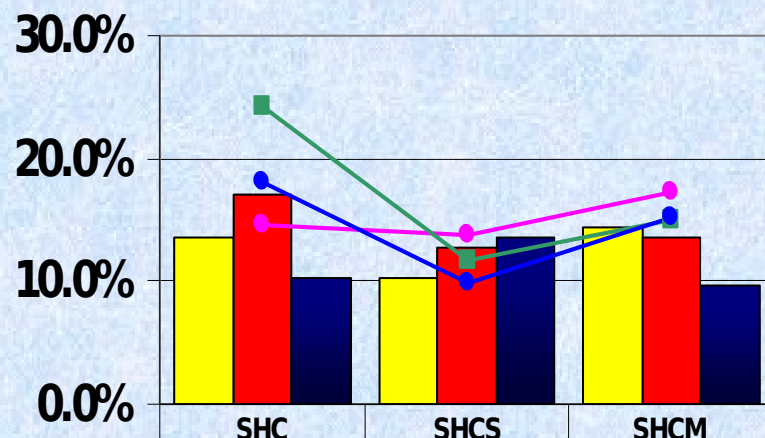| Flow Points (Years)	SH3	ALNAV	SH2	ALNAV	SH1	ALNAV	SHC	ALNAV	SHCS	ALNAV	SHCM	ALNAV
TIG	2.4	1.3	4.0	2.5	5.0	5.4	3.5	5.6	3.5	5.8	6.1	4.6
TAFMS	2.7	2.4	6.7	4.5	12.3	10.4	15.5	14.9	18.4	18.4	20.2	20.2

SH Advancement E4-E6
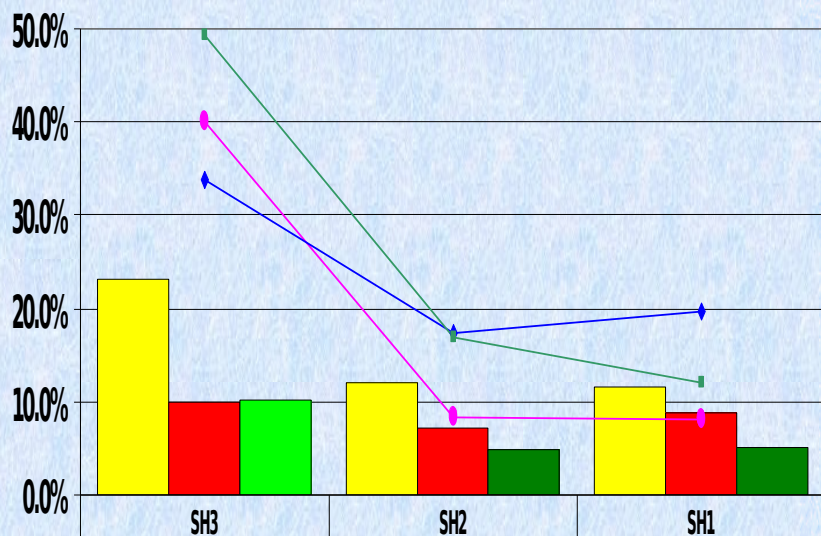
	SH3	SH2	SH1
Sep 02	23.2%	12.0%	11.6%
Mar 03	10.0%	7.2%	8.9%
Sep 03	10.1%	4.9%	5.1%
14 Yr SH Avg	40.1%	8.3%	8.0%
ALNAV SEP 03	33.9%	17.4%	19.8%
14 Yr ALNAV AVG	49.2%	16.8%	12.1%

SH Advancement E7-E9

	SHC	SHCS	SHCM
FY 02	13.5%	10.3%	14.3%
FY 03	17.0%	12.7%	13.6%
FY 04	10.3%	13.6%	9.7%
14 Yr SH Avg	14.6%	13.7%	17.2%
ALNAV FY 04	24.2%	11.7%	15.0%
14 Yr ALNAV Avg	18.2%	9.9%	15.3%

SH MCA Manning Profile

MCA - LANTFLT

	E7-E9	E5-E6	E3-E4
■ P9 BA	50	343	677
□ P9 NMP	54	357	571
■ COB/INV	59	360	663

MCA - BUPERS

	E7-E9	E5-E6	E3-E4
■ P9 BA	38	148	121
□ P9 NMP	40	224	148
■ COB/INV	38	253	142

MCA - PACFLT

	E7-E9	E5-E6	E3-E4
■ P9 BA	56	336	667
□ P9 NMP	63	347	557
■ COB/INV	63	357	630
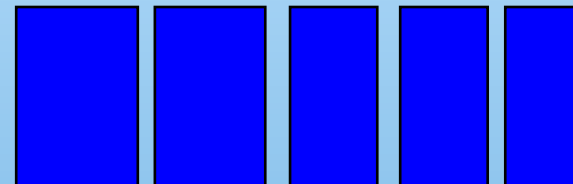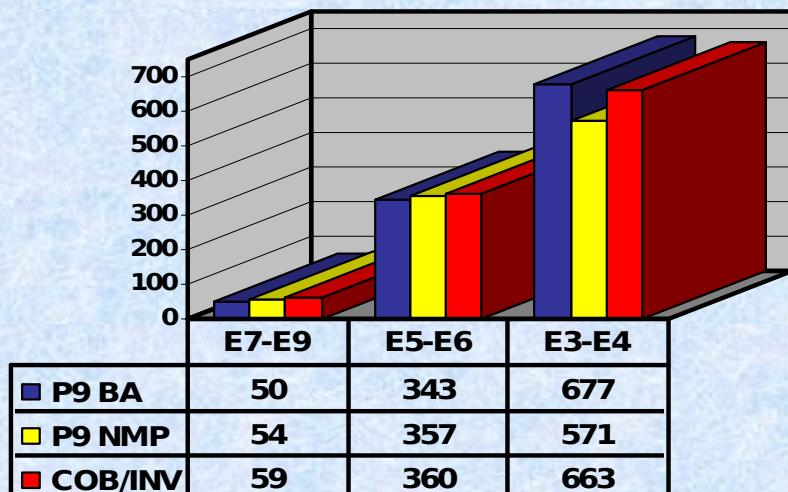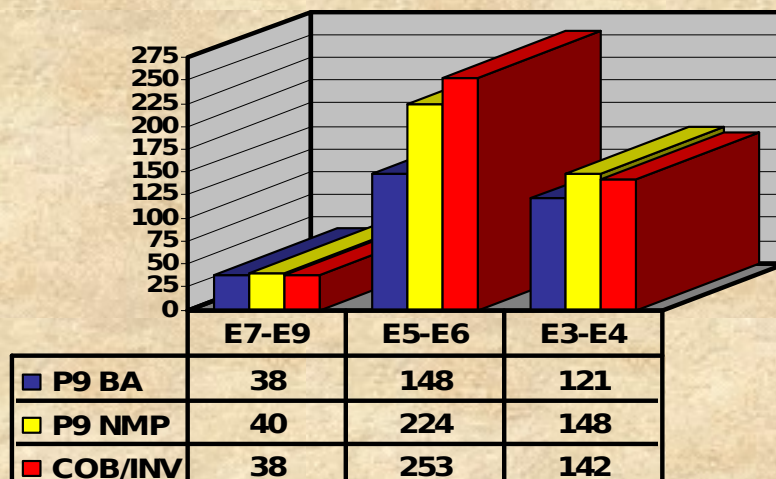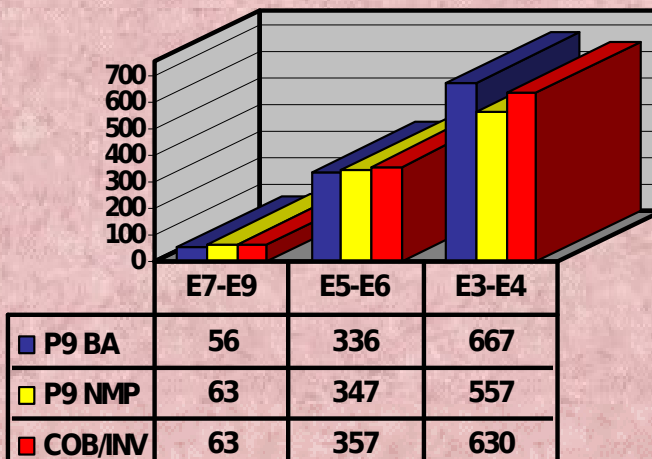
SH Billet Breakdown
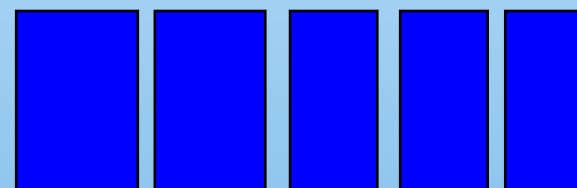
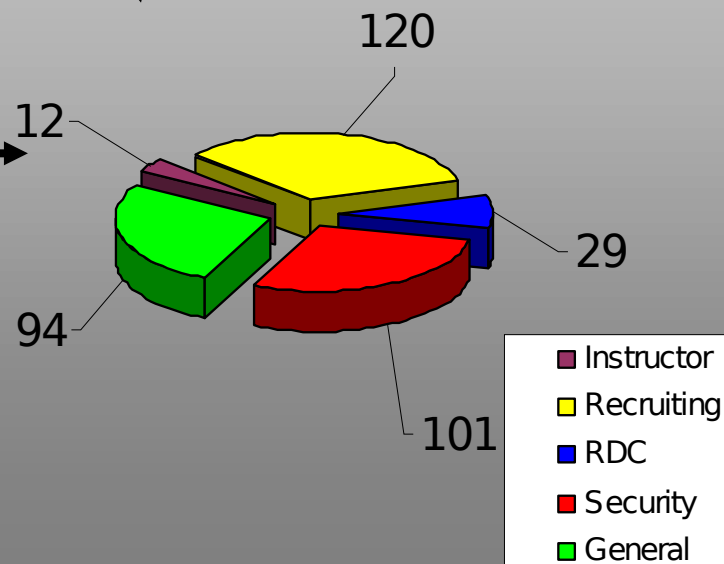**Actual Sailors Serving Out of Rate**

Recruiting – 80 (+13)   Instructor – 11 (+4)

Security – 99 (-15)   RDC – 14 (-3)

General – 17 (+6)

Total: 221 (+5) people serving in 356 (+33) billets

SH Shore Billets
In Rate vs Out of Rate

52%

48%

- ◼ In Rate
- ◻ Out of Rate

SH Shore Billets
Out of Rate

120

12

29

94

101

- ◼ Instructor
- ◻ Recruiting
- ◼ RDC
- ◼ Security
- ◼ General
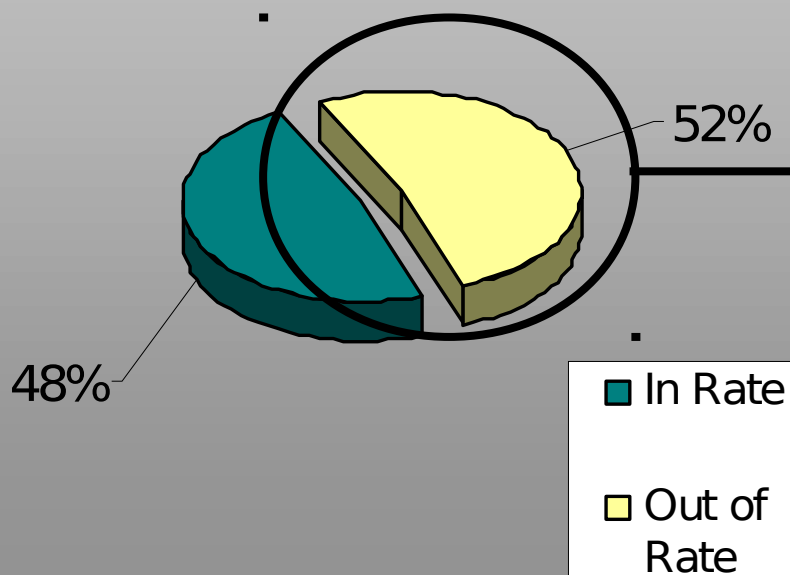
SH Schools List

"A" School

Course	ASVAB Rqmt	CIN	FY 01 Util %	FY 02 Util %	FY 03 Util %	Course Length	CDP	Location
SH "A" School	AR+VE=96	A-823-0012	96%	98%	72%	4 Weeks	6477	NTTC Meridian, MS

"C" Schools

Course	NEC Awarded	CIN	FY 01 Util %	FY 02 Util %	FY 03 Util %	Course Length	CDP	Location(s)
Automated Afloat Sales and Service Manager (ROM) (Course Replaced by ROM II)	3111	A-823-0015	--	--	--	33 Days	7359 743A 744P 761D	FTC Norfolk FTC San Diego TTF Bangor, WA LTA Mayport, FL
Automated Afloat Sales and Service Manager (ROM II) Career Schools Listing	3131	A-823-0019	43%	165%	71%	19 Days	7359 743A 744P 761D	FTC Norfolk FTC San Diego TTF Bangor Mayport, FL
Bachelor Quarters Management (Career Schools Listing)	3538	A-800-0032	112%	75%	79%	26 Days	0382	NTTC Lackland
Barber	3122	A-840-0013	103%	114%	144%	26 Days	325S 574N 5389 538N 5369 6060	FTC Norfolk FTC San Diego TTF Bangor, WA LTA Mayport, FL LTA Pearl Harbor, HI LTA Ingleside, TX
Ship Service Afloat Senior Refresher		A-823-0017	12%	6%	0%	12 Days	151N 2449	FTC Norfolk FTC San Diego
Bachelors Quarters Management Fundamentals		A-800-0021	136%	148%	136%	12 Days		FTC San Diego

➢**Sea/Shore Billet Infrastructure**

❖ **Career Enhancing Shore Billets**

❖ **Move some CS BQ Billets to SH**

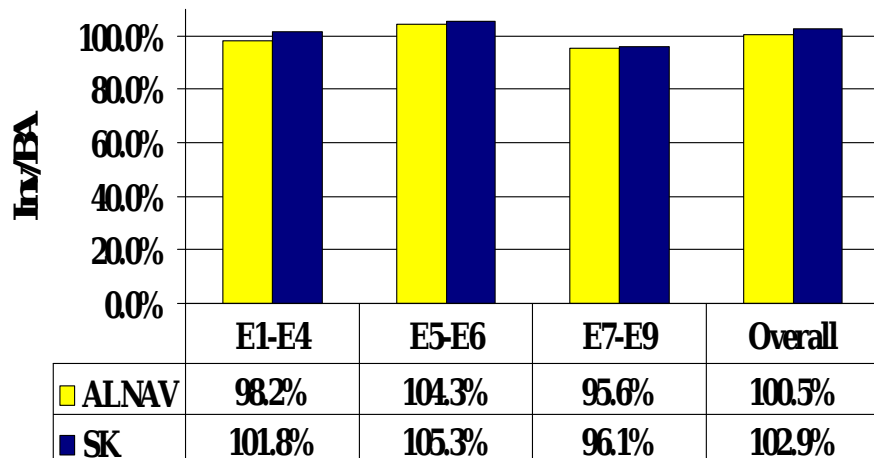❖ **Produce a viable career path**
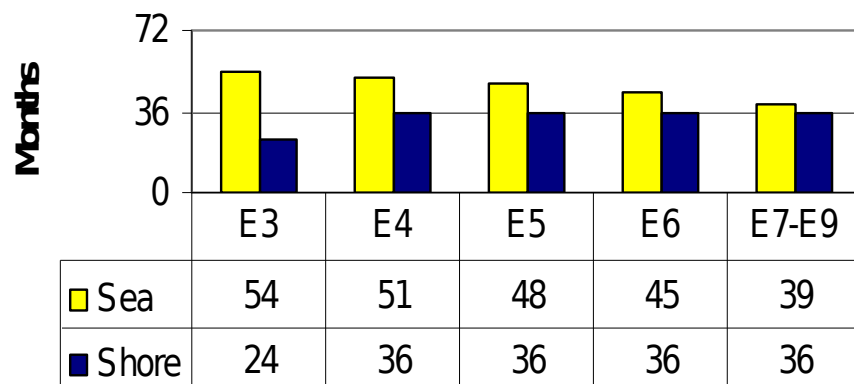
❖**Billet Roll up complete**

SK Rating Profile
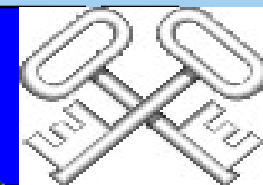
Overall Rating Grade

SK (BA) Manning

	E1-E4	E5-E6	E7-E9	Overall
ALNAV	98.2%	104.3%	95.6%	100.5%
SK	101.8%	105.3%	96.1%	102.9%

Category	E1-E4	E5-E6	E7- E9	Overall
Manning	●	●	●	●
Sea/Shore Rotation	○	● (yellow)	●	● (yellow)
Advancement Opportunity	●	●	●	●
Recruiting				●
Shore Billet Quality				●

	Zone A	Zone B	Zone C	Overall
Reenlistments	●	●	●	●
Attrition	● (yellow)	●	●	● (yellow)

SK Sea/Shore Rotation

	E3	E4	E5	E6	E7-E9
Sea	54	51	48	45	39
Shore	24	36	36	36	36

	Yes	No
SRB	√	
EB	√	
Priority Rating		√
Striker/Entry Opportunity	Open	
Perform to Serve (PTS)	√	

SRB
Zone A - 0 . 5
Zone B - 0 . 5

EB
Oct-Sep $3K

SK(SW) Billet Locations

Mid America
16 Sea
265 Shore

North West
545 Sea
149 Shore

North East
72 Sea
168 Shore

Europe
226 Sea
358 Shore

North Cal
6 Sea
11 Shore

Mid Cal
243 Sea
167 Shore

Mid-East / DC
56 Sea
282 Shore

Japan/ Korea
409 Sea
326 Shore

NORVA
1903 Sea
742 Shore

South Cal
1225 Sea
574 Shore

Far East Islands
144 Sea
19 Shore

Gulf /TX
237 Sea
40 Shore

Cuba/PR Caribbean
12 Sea
18 Shore

South East
380 Sea
404 Shore

Asia
1 Sea
1 Shore

Hawaii
154 Sea
194 Shore

South America
2 Shore

Middle East / Africa
139 Sea
3 Shore

Manning Summary
- EPA: 9329   BA: 9366   INV: 9635
Relative Size - 5th of 93 ratings

-NON-DETAILABLE – 301 (+13)

HUMS – 2 (+/-0) / LIMDU – 127 (-1)) / PREG – 118 (+4) / MED – 17 (+2)

TEMDU SEP – 28 (+8) / TEMDU DISP – 9 (+/-0)

SRB
Zone A - 0.5
Zone B -0 . 5

Legend:
- 04 EPA
- E9 - 126%
- E8 - 106%
- E7 - 93%
- E6 - 111%
- E5 - 102%
- E4 - 110%
- E1-E3 - 92%
- ◆ Re-Enlisted

E4 - 8 Year HYT---loss of 40 SK3

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
04 EPA	922	920	851	776	577	529	494	437	383	347	317	307	297	287	278	265	260	259	258	252	141	109	81	55	32	24	11	10	9	6	
E9-126%																1	1	5	2	10	21	7	9	7	8	10	12	2	4	15	2
E8-106%													1		1	4	19	31	28	38	57	45	51	17	20	11	7	3	1	1	
E7-93%	1	1				1		2		3	11	7	44	71	105	94	115	113	117	86	66	39	20	3	1						
E6-111%	1	1		4	16	30	62	87	107	99	152	137	153	187	223	249	245	177	214	17	7	1	1								
E5-102%	2	25	150	334	441	536	396	271	242	202	141	135	69	43	48	45	33	45	37	26	1	1									
E4-110%	38	232	525	463	264	143	70	18	12	6	1			1	2																
E1-E3-92%	428	297	249	95	31	6	5	1	2					2																	
◆ Re-Enlisted				451	668	656	460	296	296	282	211	262	187	209	275	356	365	405	336	284	126	101	48	34	20	15	13				

Y-axis: Inventory... (0 to 1000)

SK Rating
Sea/Shore Population and Rotation
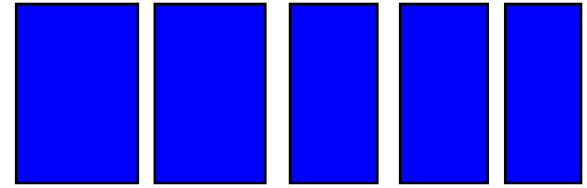
Sea & Shore INV / Sea & Shore BA (Minus IA Account)

Total Inventory - 9,635

Sea - 5,678

Shore - 3,524

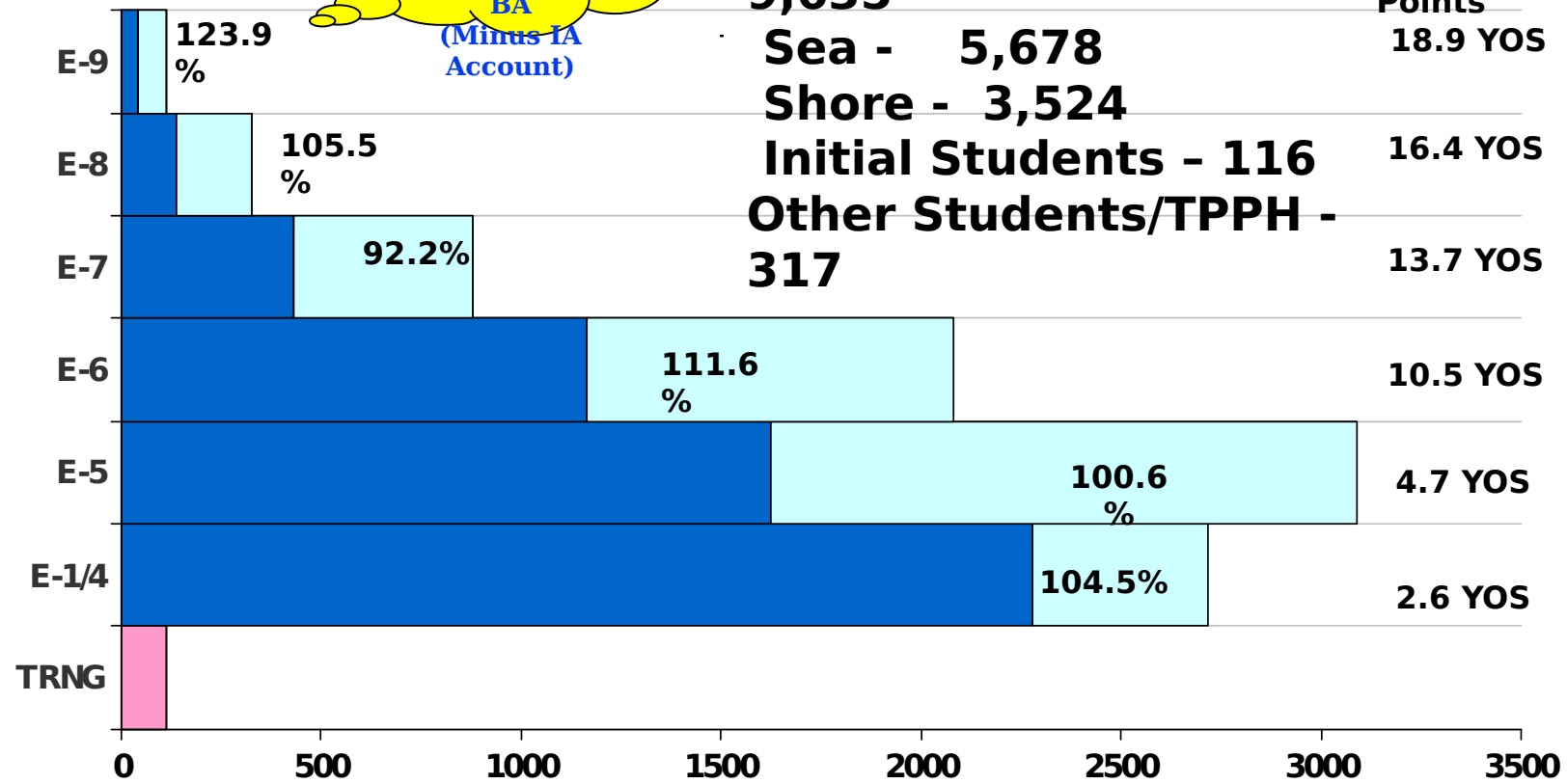Initial Students – 116

Other Students/TPPH - 317

Flow-Points

Pay Grade	%	Flow-Points
E-9	123.9%	18.9 YOS
E-8	105.5%	16.4 YOS
E-7	92.2%	13.7 YOS
E-6	111.6%	10.5 YOS
E-5	100.6%	4.7 YOS
E-1/4	104.5%	2.6 YOS
TRNG		

Sea ▮ Shore ▯

36 SHORE
39 SEA
36 SHORE
39 SEA
36 SHORE
48 SEA
36 SHORE
54 SEA
4 TRNG
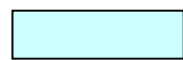
09/13/16

SK Rating
Billet Analysis

SK Paygrade Distribution (Billet Pyramid/Diamond)

	E1-E3	E4	E5	E6	E7	E8	E9
■ ALNAV	23.79%	21.71%	25.18%	17.90%	8.12%	2.27%	1.03%
■ AK+SK	13.32%	16.99%	33.74%	20.94%	10.58%	3.43%	1.00%

Percent of Billets by Paygrade
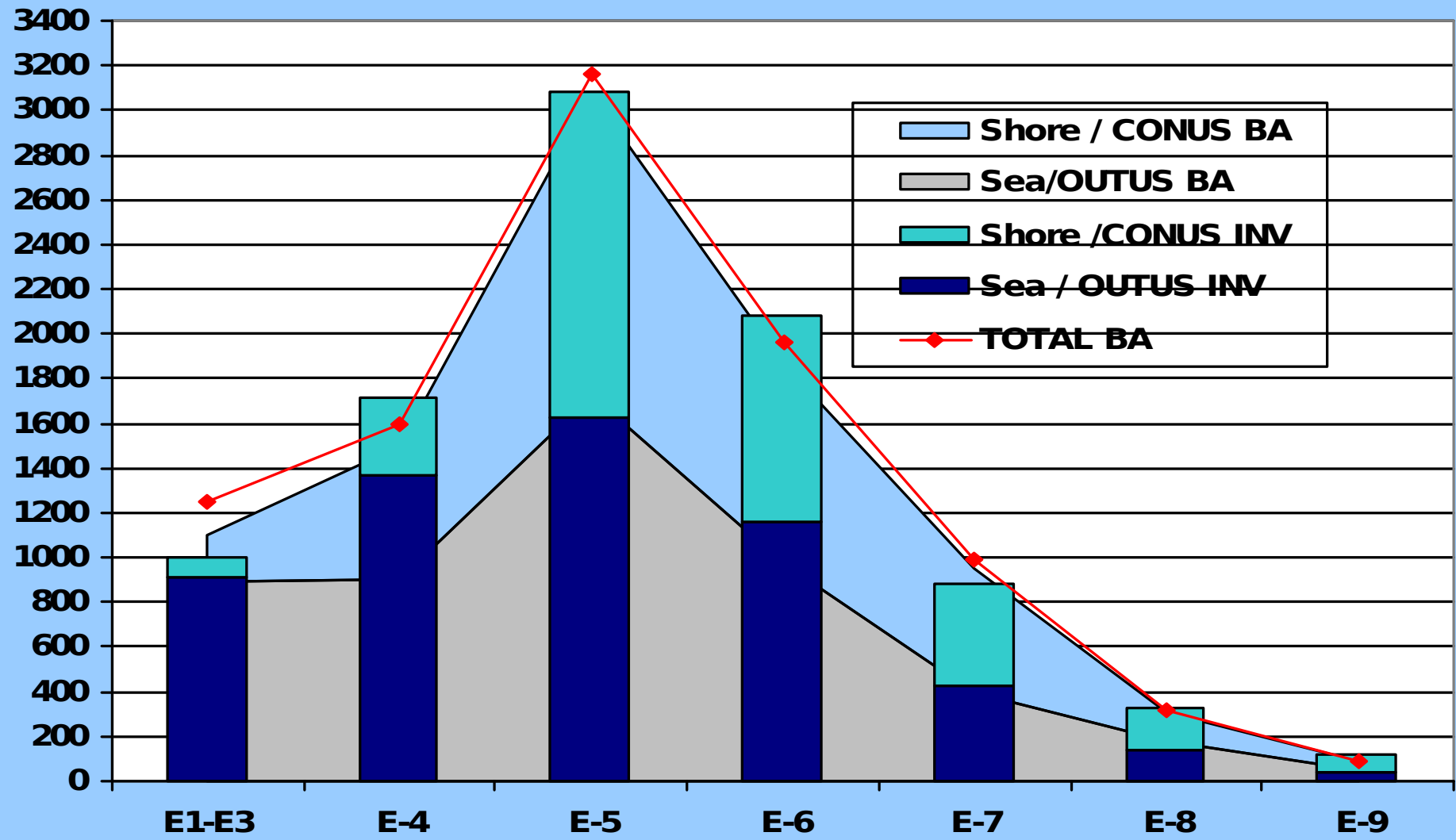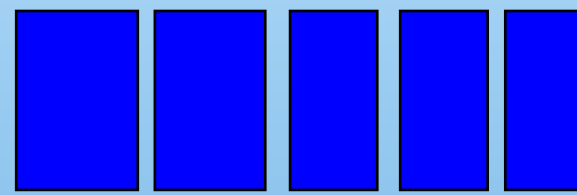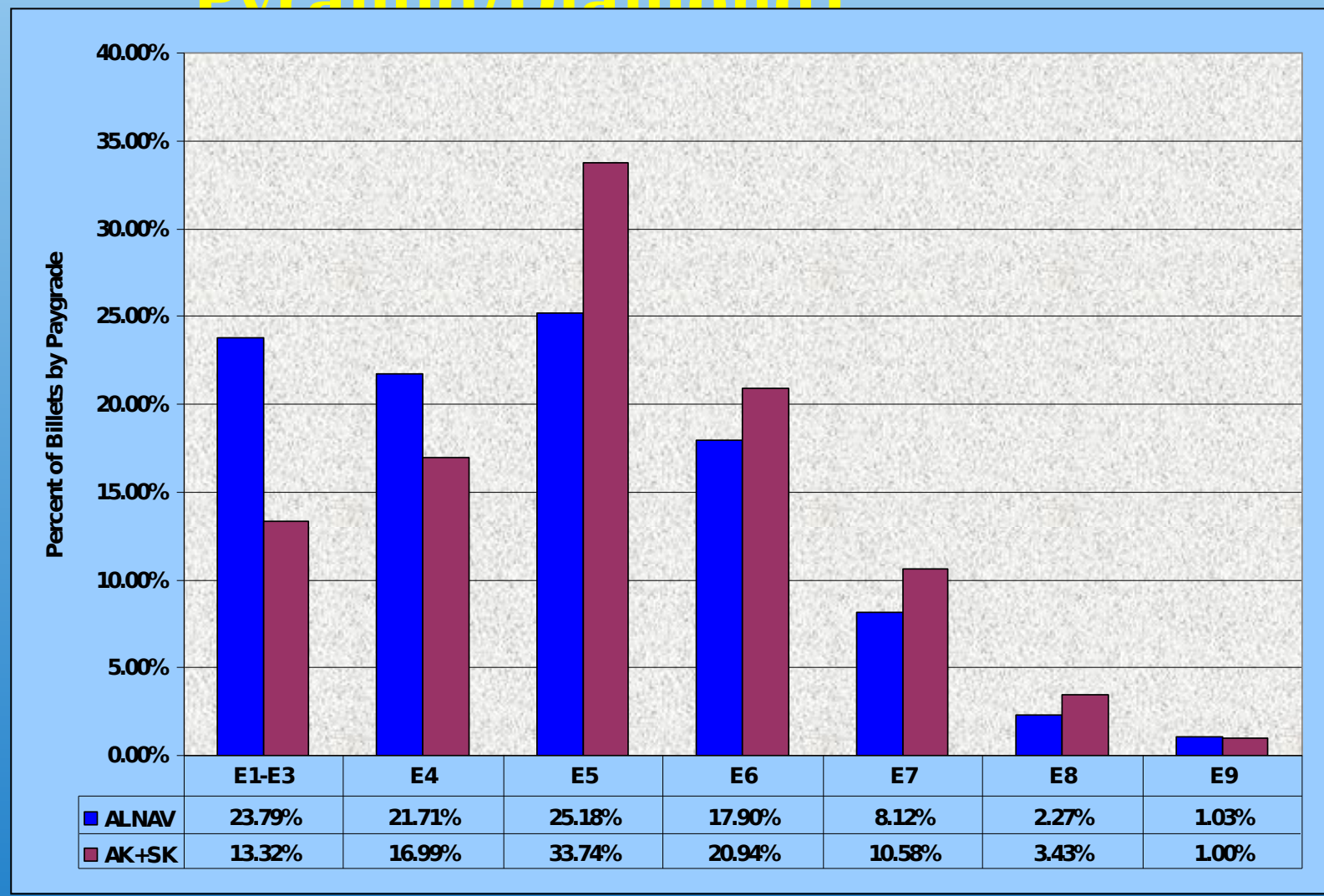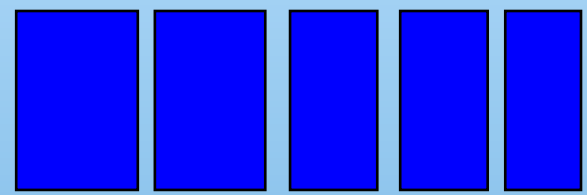
09/13/16

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SK Recruiting

- **Recruiting Performance FY 02 - 140% (667/476)**
- **Recruiting Performance FY 03 - 84% (575/682)**
- **Recruiting Performance FY 04 FYTD - 108% (336/312)**
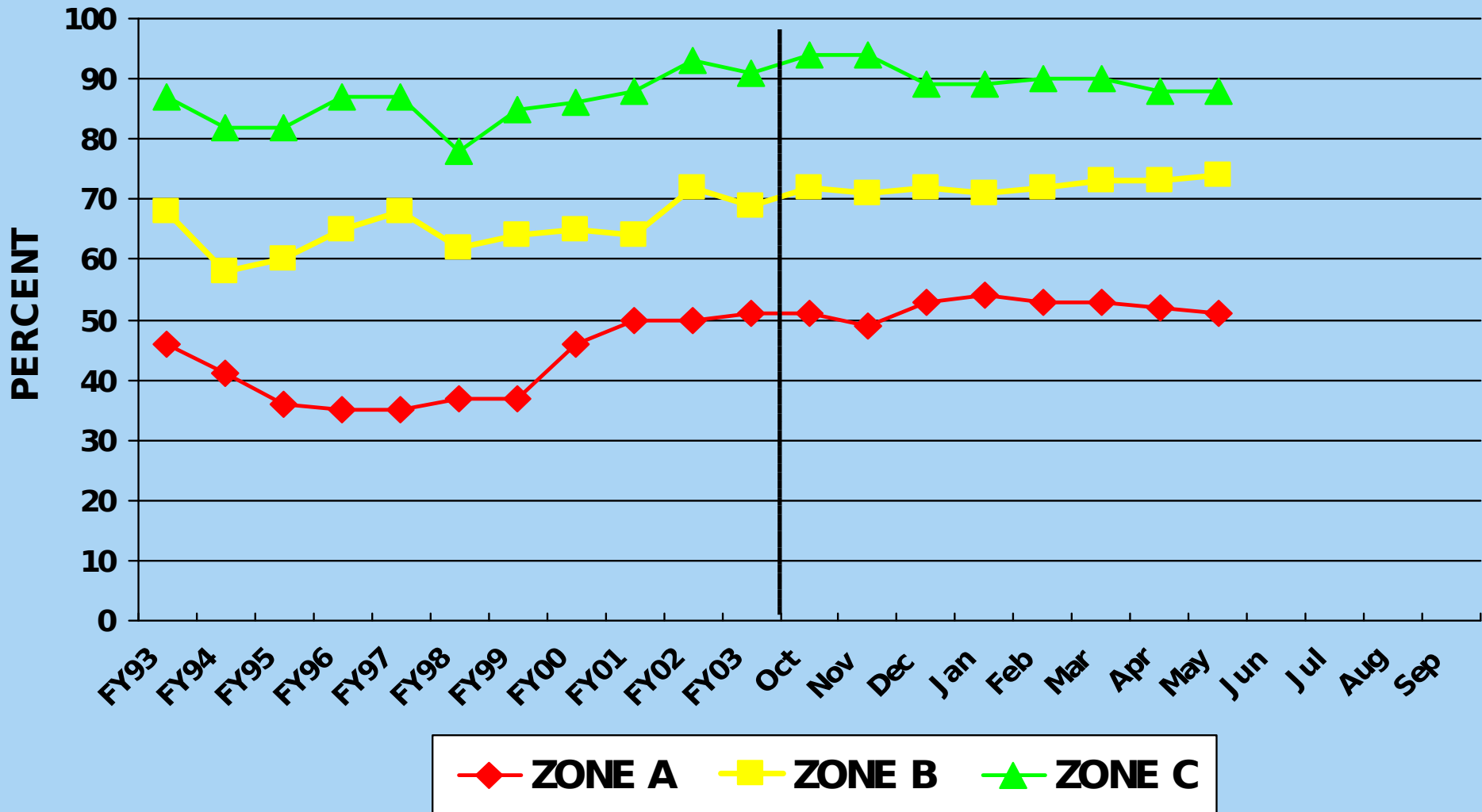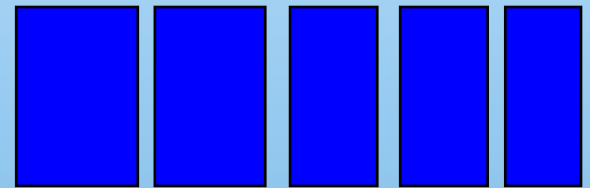
$3K EB (Jun -Sep)

Legend:
- ■ Projected Shortage
- ■ DEP
- ■ Recruits YTD
- ▲ Revised Goal
- ◆ Original Goal

Y-axis: 0, 100, 200, 300, 400, 500, 600, 700, 800, 900, 1000

X-axis: Oct, Nov, Dec, Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep
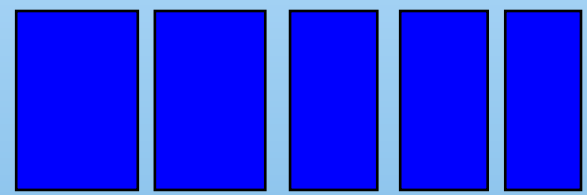
SK Rating
Retention Rates

SK Rating
Reenlistments Compared With SRB Levels
(History)

• **SRB = Highest Level At Year Established**

Reenlist Zone A

Reenlist %   SRB Award Level

Reenlist Zone B

Reenlist Zone C

SK Reenlistments and Attrition (RMS)

SRB Levels

Zone A - 0 . 5

Zone B - 0 . 5

	Zone A (0-6 Years)	Zone B (7-10 Years)	Zone C (11-14 Years)
SK Actual Reenl	64%	79%	92%
SK ECM Goal/Reqd	56%	70%	86%
ALSUP Actual Reenl	61%	76%	89%
ALNAV Actual Reenl	53%	73%	86%
SK FY 03 Actual Reenl	64%	73%	93%
SK Attrition	6%	2%	1%
ALSUP Attrition	7%	3%	2%
ALNAV Attrition	8%	2%	1%
SK FY03 Attrition	6%	2%	1%

204 sailors lost
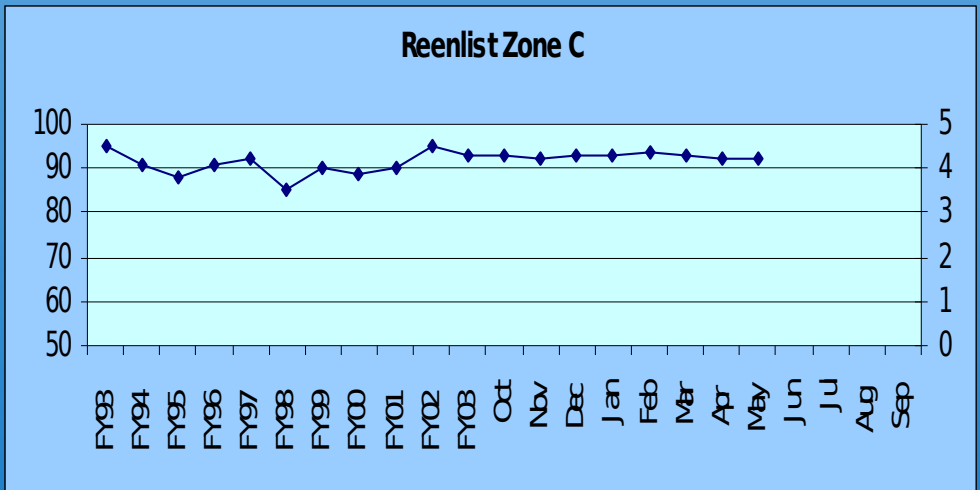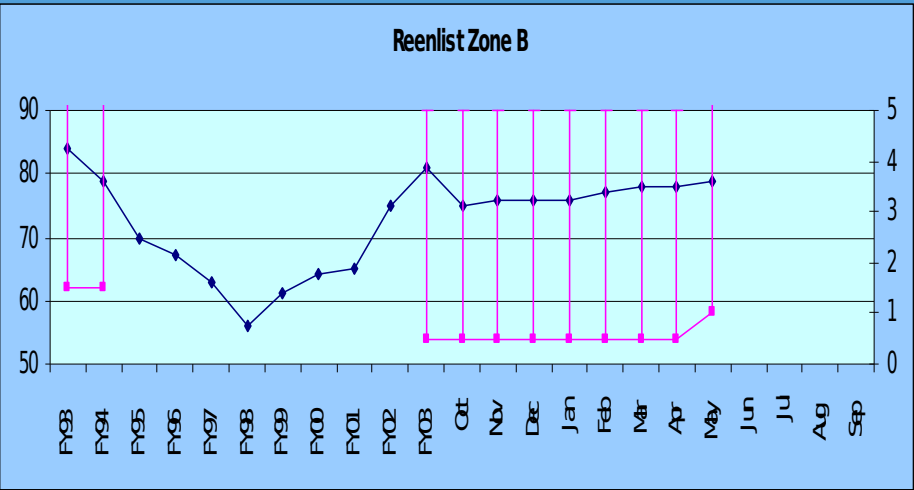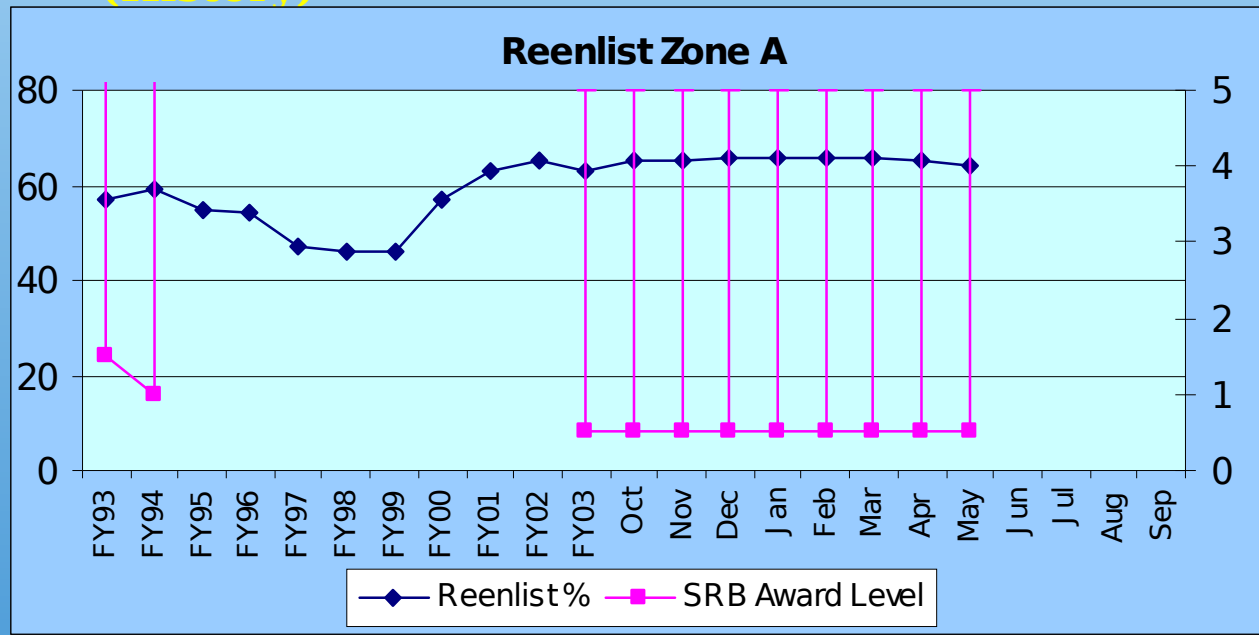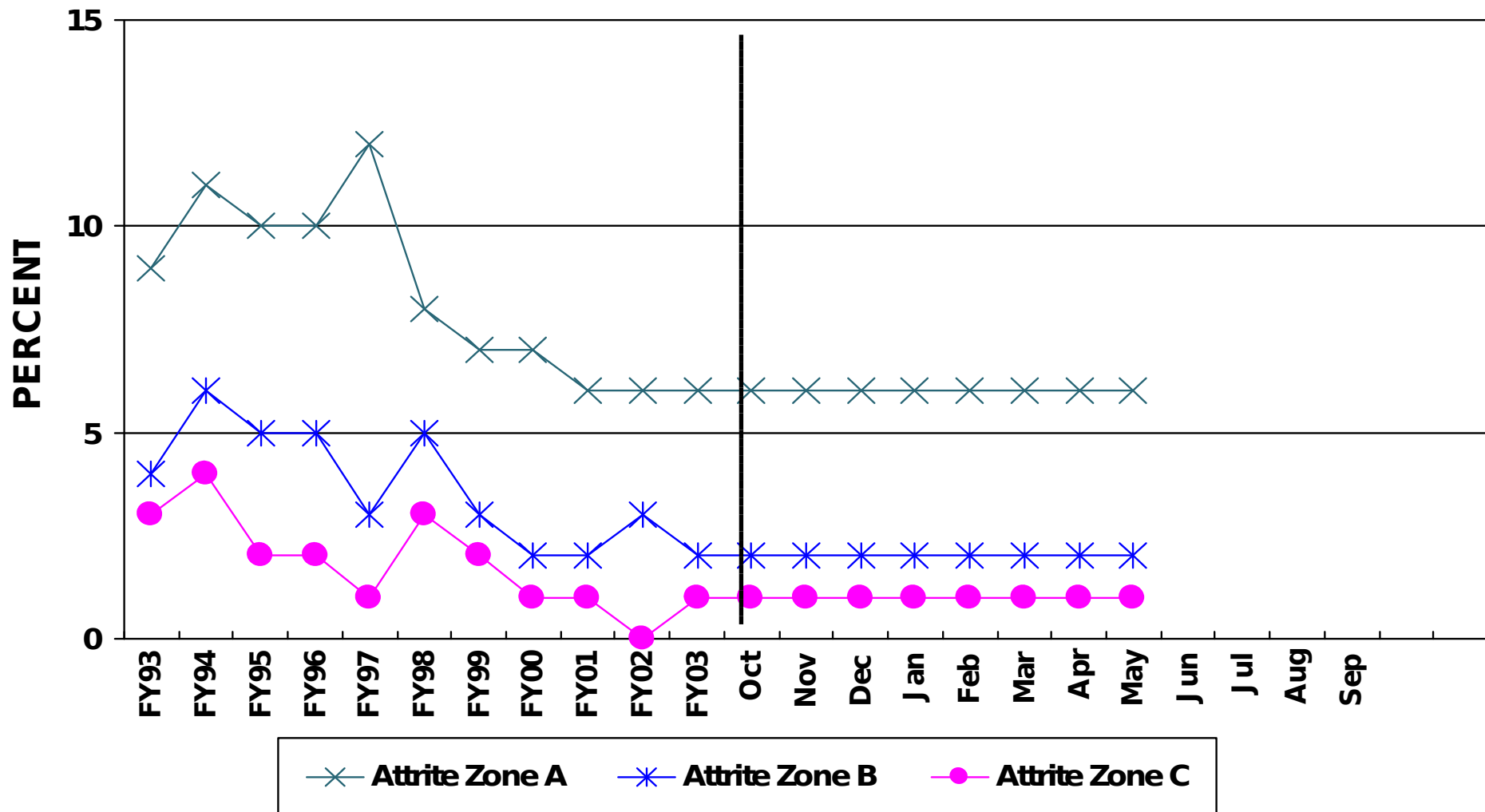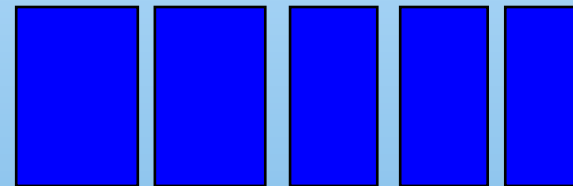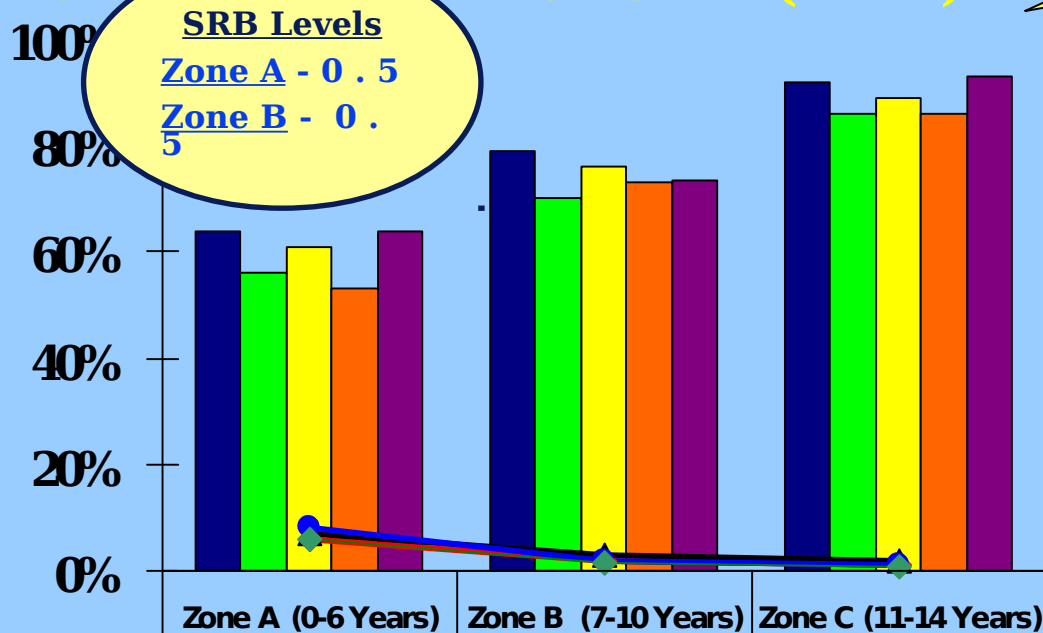
 FY 02 Attrition Facts (Zone A)

SK: 1) Drug Abuse – 1.43%
 5.58%   2) Misconduct - 1.11%
            3) Serious Offense – 0.88%

Supply: 1) Drug Abuse - 2.11%
6.56%   2) Misconduct – 1.26%
            3) Medical or Disability - 0.43%

ALNAV: 1) Drug Abuse - ???%
9.0%   2) Fraud/Erroneous Entry - ???%
            3) Misconduct - ???%

SK: 1) Drug Abuse – 1.41%
 5.99%   2) Misconduct - 0.88%
            3) Personality Disorder - 0.76%

Supply: 1) Drug Abuse – 2.04%
 6.97%   2) Misconduct – 1.18%
            3) Personality Disability – 1.10%

ALNAV: 1) Drug Abuse - 1.7%
 8.3%   2) Fraud/Erroneous Entry – 1.5%
            3) Misconduct – 1.3 %

SK Rating
NEC Manning and SRB Rates
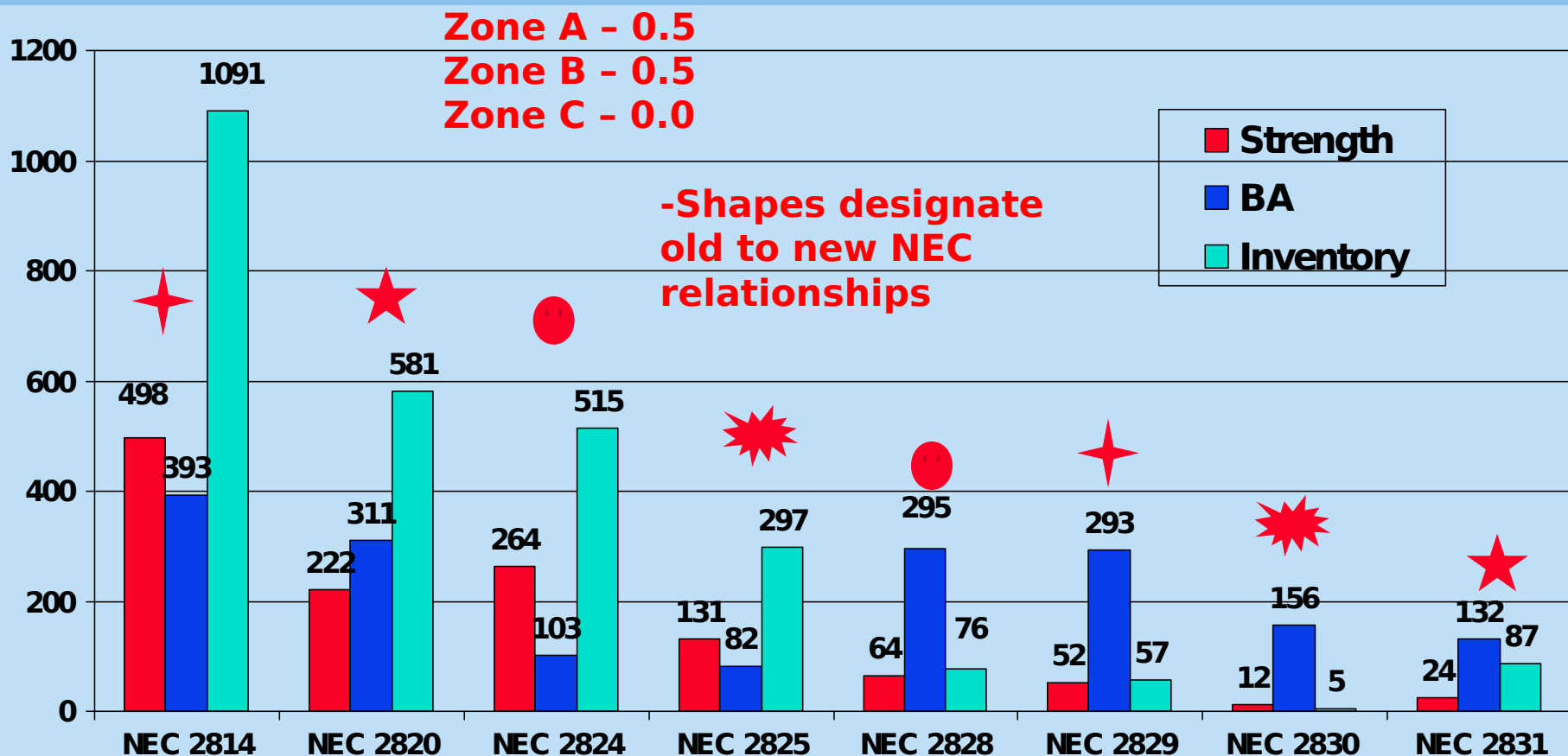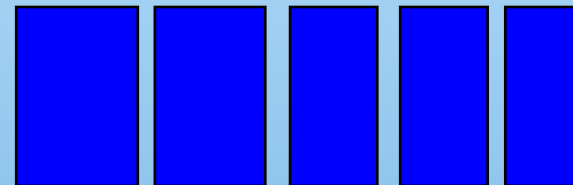
Zone A – 0.5
Zone B – 0.5
Zone C – 0.0

-Shapes designate old to new NEC relationships

Legend:
- Strength (red)
- BA (blue)
- Inventory (teal)

NEC	Strength	BA	Inventory
NEC 2814	498	393	1091
NEC 2820	222	311	581
NEC 2824	264	103	515
NEC 2825	131	82	297
NEC 2828	64	295	76
NEC 2829	52	293	57
NEC 2830	12	156	5
NEC 2831	24	132	87

2814 - SNAP II Technical Specialist   2828 - Relational Supply FORCE Tech. Specialist
2820 - SNAP II SFM Supervisor   2829 - Relational Supply UNIT Tech. Specialist
2824 - SUADPS RT Technical Specialist   2830 - R-Supply FORCE Stock

SK Rating
SRB NEC Manning and Rates

Zone A – 0.5
Zone B – 0.5
Zone C – 0.0

-Shapes designate old to new NEC relationships

Legend: Strength, BA, Inventory

Chart values by NEC:
- NEC 2819: 22, 28, 23
- NEC 2821: 69, 160, 98
- NEC 8012: 247, 197, 533
- NEC 8013: 22, 21, 84
- NEC 8014: 7, 77, 108
- NEC 8015: 1, 12, 10
- NEC 9590: 160, 186, 492
- NEC 9595: 284, 578, 1288
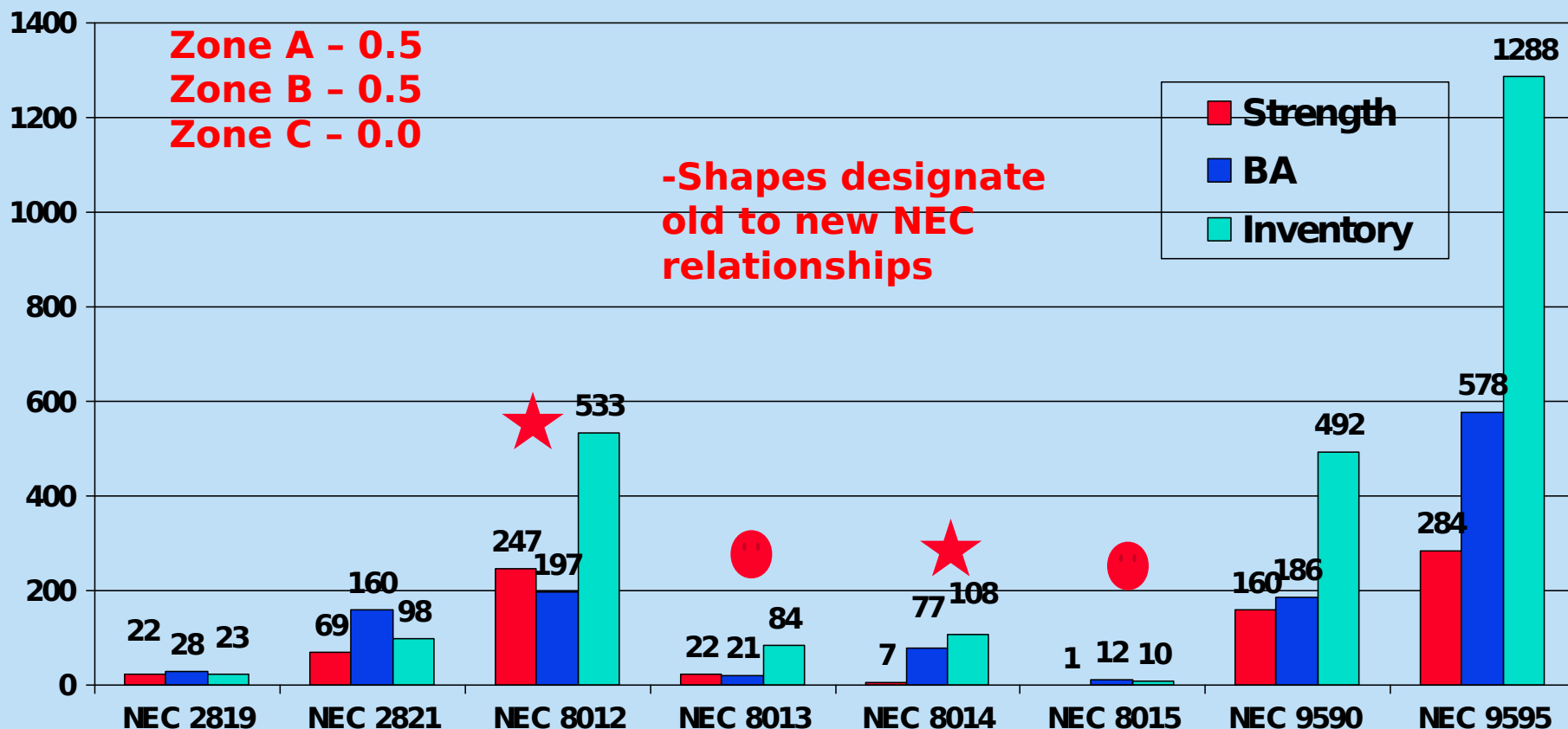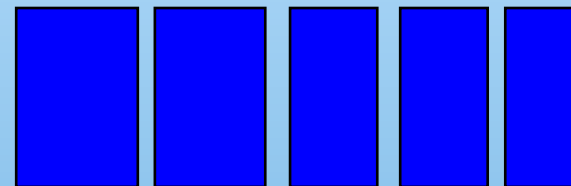
2819 - Personal Property Traffic Management IMA
2821 - Air Transportation Specialist
8012 - NALCOMIS System Specialist Manager

8014 - NALCOMIS OPTIMIZED IMA
8015 - NALCOMIS OIMA SAA
9590 - Support Equipment Asset

Zone A – 0.5
Zone B – 0.5
Zone C – 0.0

Legend:
- **Strength** (red)
- **BA** (blue)
- **Inventory** (cyan)

Chart: NEC 9570
- Strength: 0
- BA: 8
- Inventory: 38

9570 - Basic Shipboard Cargo Handling

SK Advancement

Flow Points (Years)	SK3	ALNAV	SK2	ALNAV	SK1	ALNAV	SKC	ALNAV	SKCS	ALNAV	SKCM	ALNAV
TIG	1.8	1.3	3.5	2.5	4.5	5.4	4.0	5.6	3.5	5.8	4.6	4.6
TAFMS	2.6	2.4	4.7	4.5	10.5	10.4	13.7	14.9	16.4	18.4	18.9	20.2

SK Advancement E4-E6

	SK3	SK2	SK1
Sep 02	55.3%	33.4%	14.1%
Mar 03	35.3%	25.2%	12.4%
Sep 03	51.8%	29.4%	8.0%
14 Yr SK Avg	50.7%	21.9%	8.1%
ALNAV SEP 03	33.9%	17.4%	19.8%
14 Yr ALNAV AVG	49.2%	16.8%	12.1%

SK Advancement E7-E9
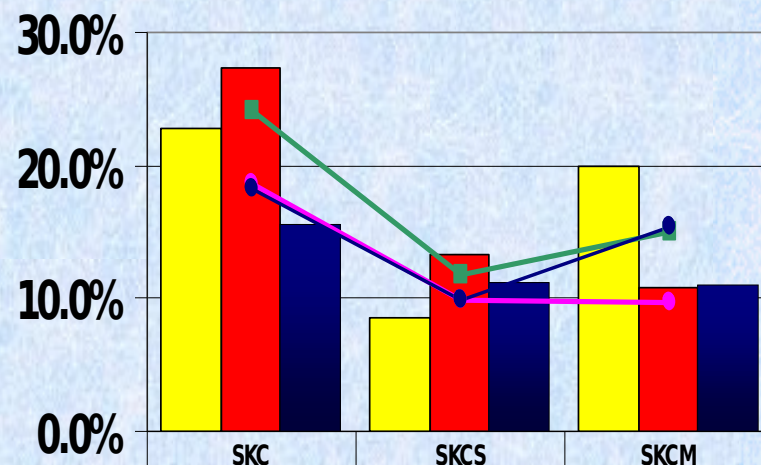
	SKC	SKCS	SKCM
FY 02	22.8%	8.5%	19.9%
FY 03	27.4%	13.3%	10.8%
FY 04	15.5%	11.3%	10.9%
14 Yr SK Avg	18.6%	9.9%	9.7%
ALNAV FY 04	24.2%	11.7%	15.0%
14 Yr ALNAV AVG	18.2%	9.9%	15.3%
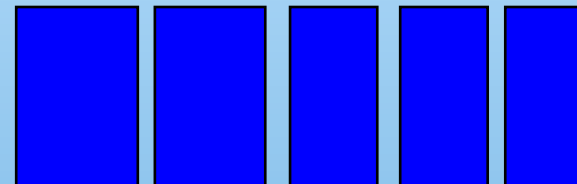
MCA - LANTFLT
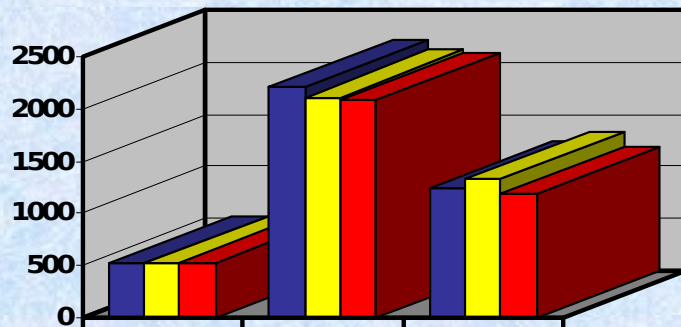
	E7-E9	E5-E6	E3-E4
■ P9 BA	527	2214	1246
□ P9 NMP	515	2116	1328
■ COB/INV	529	2094	1180

MCA - BUPERS
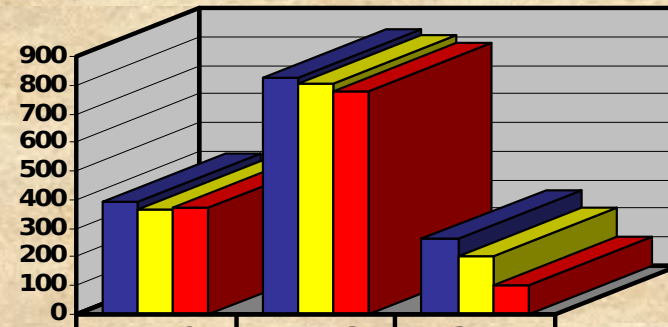
	E7-E9	E5-E6	E3-E4
■ P9 BA	395	826	265
□ P9 NMP	367	807	201
■ COB/INV	371	781	102

MCA - PACFLT
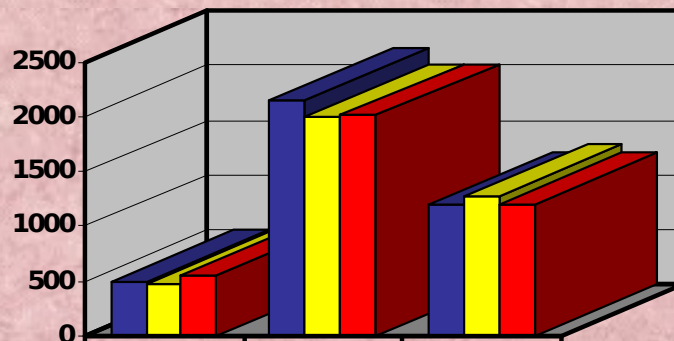
	E7-E9	E5-E6	E3-E4
■ P9 BA	499	2148	1197
□ P9 NMP	476	1999	1283
■ COB/INV	554	2011	1200

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SK Billet Breakdown
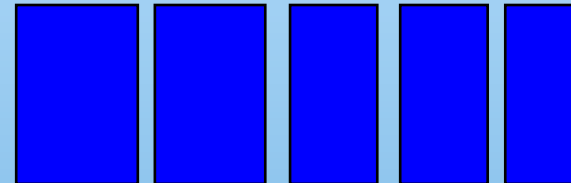
Actual Sailors Serving Out of Rate

Instructor – 13 (+3)   Recruiting – 98 (-19)

RDC – 20 (-5)   Security – 57 (-7)

General – 26 (+12)

Total: 214 (-16) people serving in 156 (+65) billets

SK Shore Billets
In Rate vs Out of Rate

96%

4%
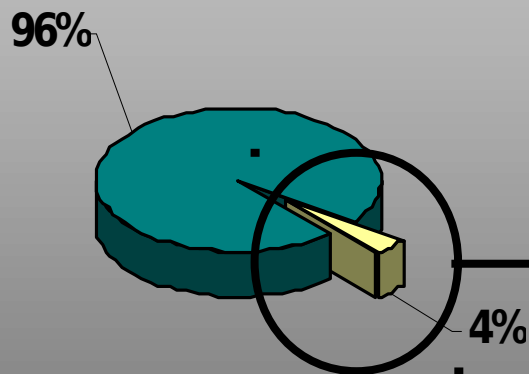
- In Rate
- Out of

SK Shore Billets
Out of Rate

6

10

10

47

83
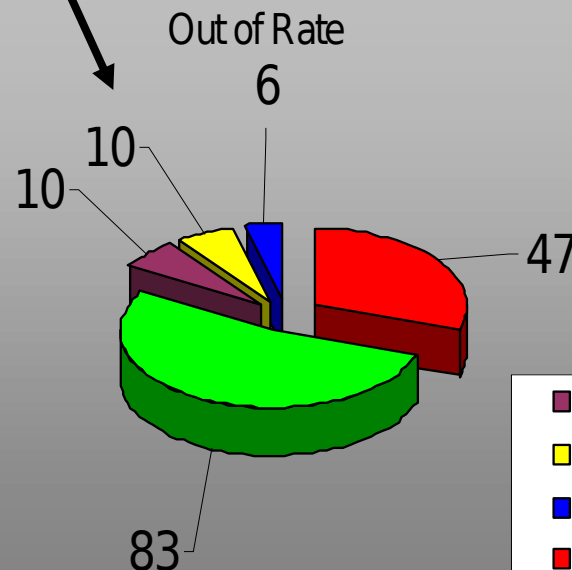
- Instructor
- Recruiting
- RDC
- Security
- General

SK FTS Rating Profile

SK FTS (BA) Manning

	E1-E4	E5-E6	E7-E9	Overall
ALNAV FTS	116.8%	119.6%	114.2%	118.2%
SK FTS	74.8%	102.8%	86.8%	96.7%

Inv/BA — 150.0%, 100.0%, 50.0%, 0.0%

SK FTS Sea/Shore Rotation

	E3	E4	E5	E6	E7-E9
Sea	54	51	48	45	39
Shore	24	36	36	36	36

Months — 72, 36, 0
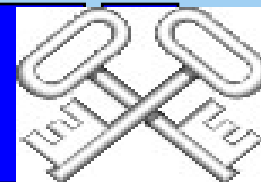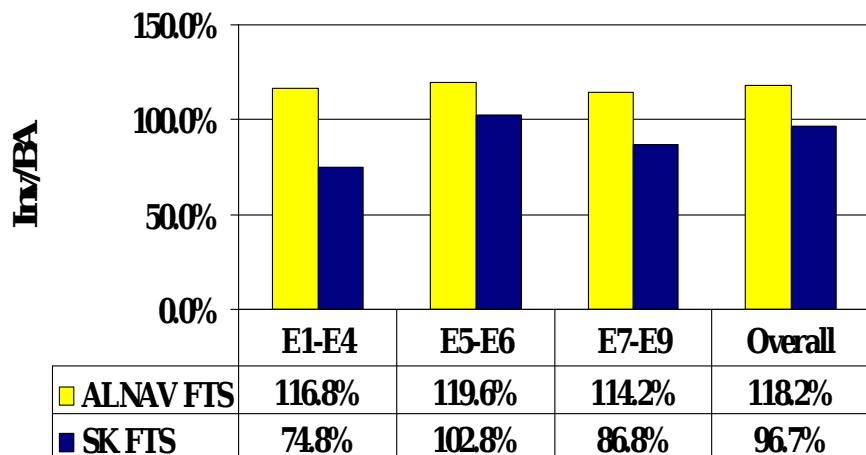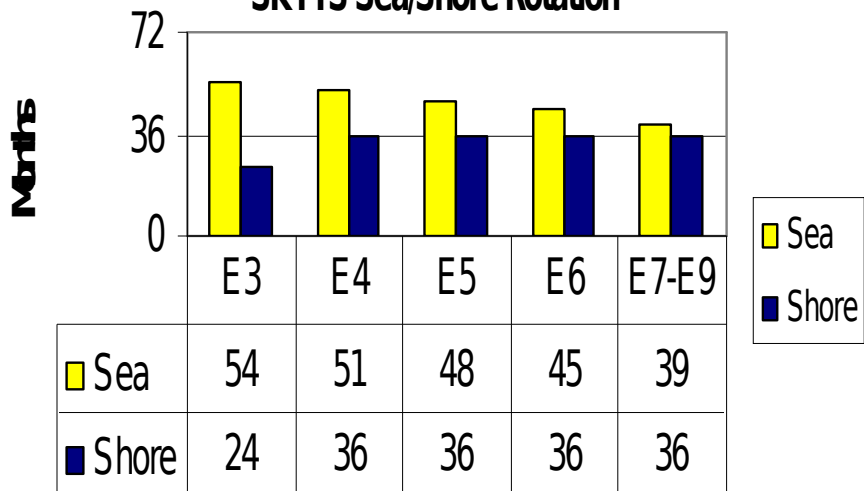
Overall TAR Rating Grade

Category	E1-E4	E5-E6	E7-E9	Overall
Manning	🔴	🟢	🔴	🟢
Sea/Shore Rotation	⚪	🟢	🟢	🟢
Advancement Opportunity	🟢	🔴	🟢	🟢
Recruiting				🔴
Shore Billet Quality				🟢

	Zone A	Zone B	Zone C	Overall
Reenlistments	🟢	🟢	🟢	🟢
Attrition	🟢	🟢	🟢	🟢

	Yes	No
SRB		√
EB		√
Priority Rating	√	
Striker/Entry Opportunity	Open	
Perform to Serve (PTS)		√

CNRC Priority

SK FTS Inventory Distribution *(by length of service)*

Recruiting
- Maintain CNRC Priority Rating

TAR Manning Summary
EPA: 997   BA: 995   INV: 962
Relative Size –4th of 31 TAR ratings

NON-DETAILABLE – 25 (+1)
HUMS - 0 (+/-0) / LIMDU – 24 (+1) / MED – 1 (+/-0) /
TEMDU DISP - 0 (-/+0)

E4 - 8 Year HYT---loss of 1 SK3

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
☐ 04 EPA	95	91	81	73	62	56	55	53	44	43	39	36	34	32	32	31	30	30	30	30	12	7	4	1	1	0	0	0	0	0
☐ E9 - 100%																			2	1	2			1		1		2	1	
■ E8 - 105%																1	3	3	1	3	4	5	1	1	1					
■ E7 - 79%														1	3	6	4	15	12	9	12	5	4	4	4					
☐ E6 - 99%						1	1	3	10	10	13	17	22	23	31	30	25	41	37	26	6	1								
☐ E5 - 111%	1	5	32	48	40	33	41	45	50	27	22	16	12	15	18	4	10	14	9	4										
■ E4 - 60%	3	35	25	1	2	3	1		1																					
■ E1-3 - 84%	13	22		1																										
◆ Re-Enlisted				30	35	34	38	37	48	31	31	30	28	35	52	29	46	68	52	29	13	9	4	3	1	1				

SK FTS Rating
Sea/Shore Population and Rotation

Sea & Shore INV / Sea & Shore BA (Minus IA Account)

Total Inventory - 962

Sea - 236
Shore - 698
Initial Students – 2
Other Students / TPPH - 26

Flow-Points

Pay Grade	Percentage	YOS
E-9	90.9%	18.9 YOS
E-8	115.0%	16.4 YOS
E-7	85.7%	13.7 YOS
E-6	115.9%	10.5 YOS
E-5	100.0%	4.7 YOS
E-1/4	76.1%	2.6 YOS
TRNG		

Chart x-axis: 0 50 100 150 200 250 300 350 400 450

Legend: **Sea** **Shore**

Right column (Flow-Points):
- 36 SHORE
- 39 SEA
- 36 SHORE
- 39 SEA
- 36 SHORE
- 48 SEA
- 36 SHORE
- 54 SEA
- 4 TRNG

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SK FTS Paygrade Distribution (Billet Pyramid/Diamond)

	E1-E3	E4	E5	E6	E7	E8	E9
ALNAV FTS	6.79%	14.97%	32.73%	29.90%	12.12%	2.28%	1.20%
SK FTS	4.12%	10.25%	45.33%	27.34%	9.75%	2.11%	1.11%
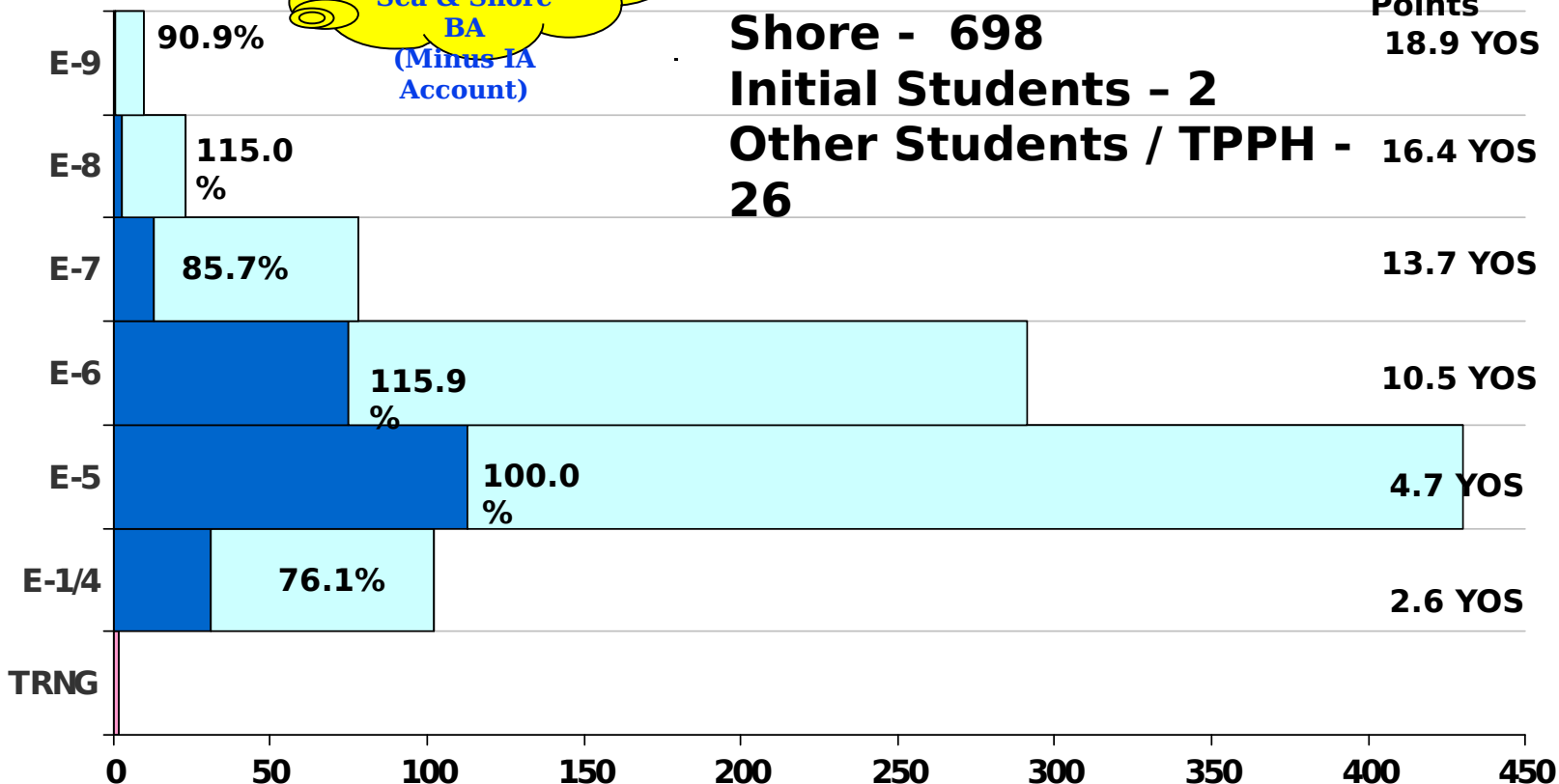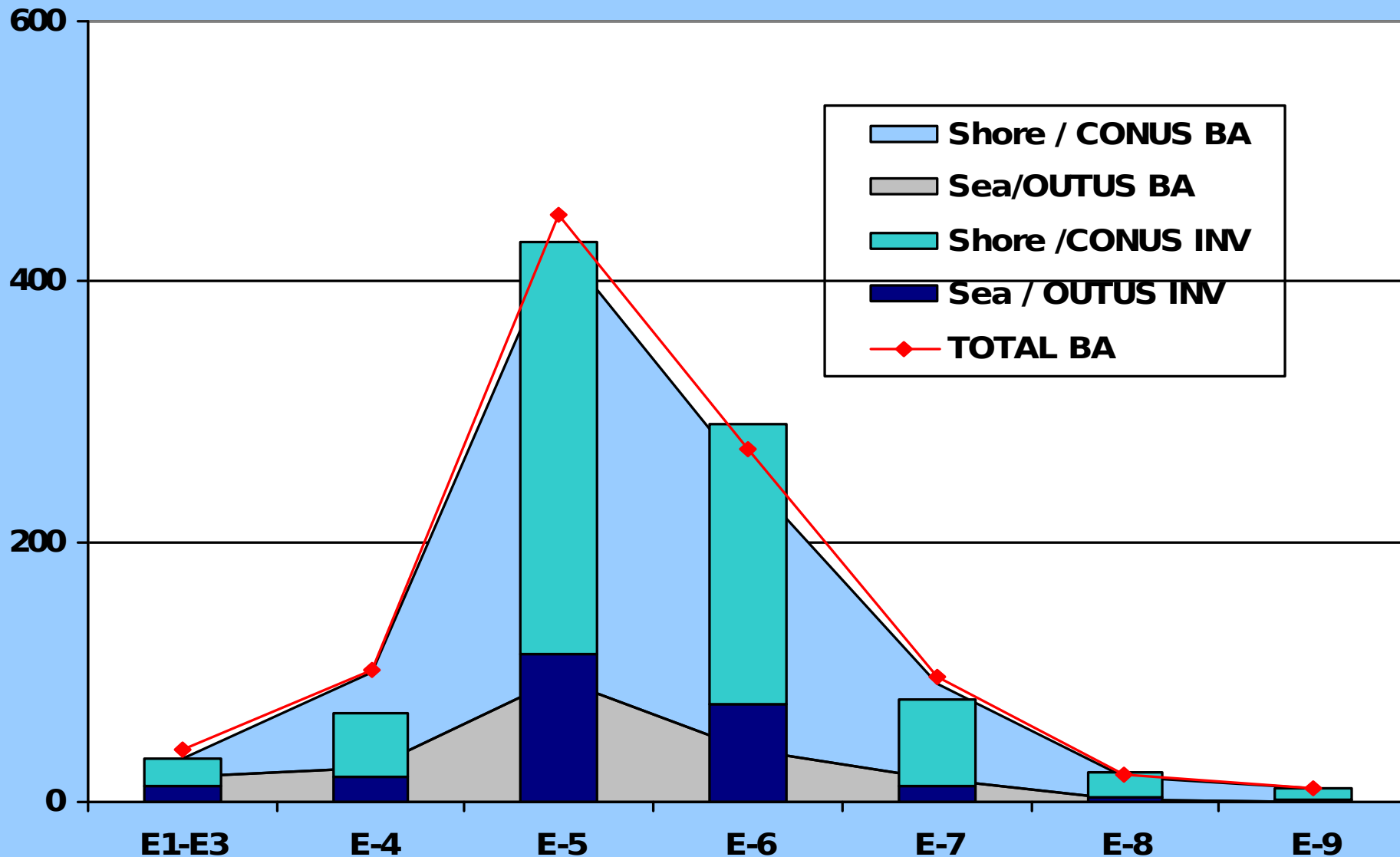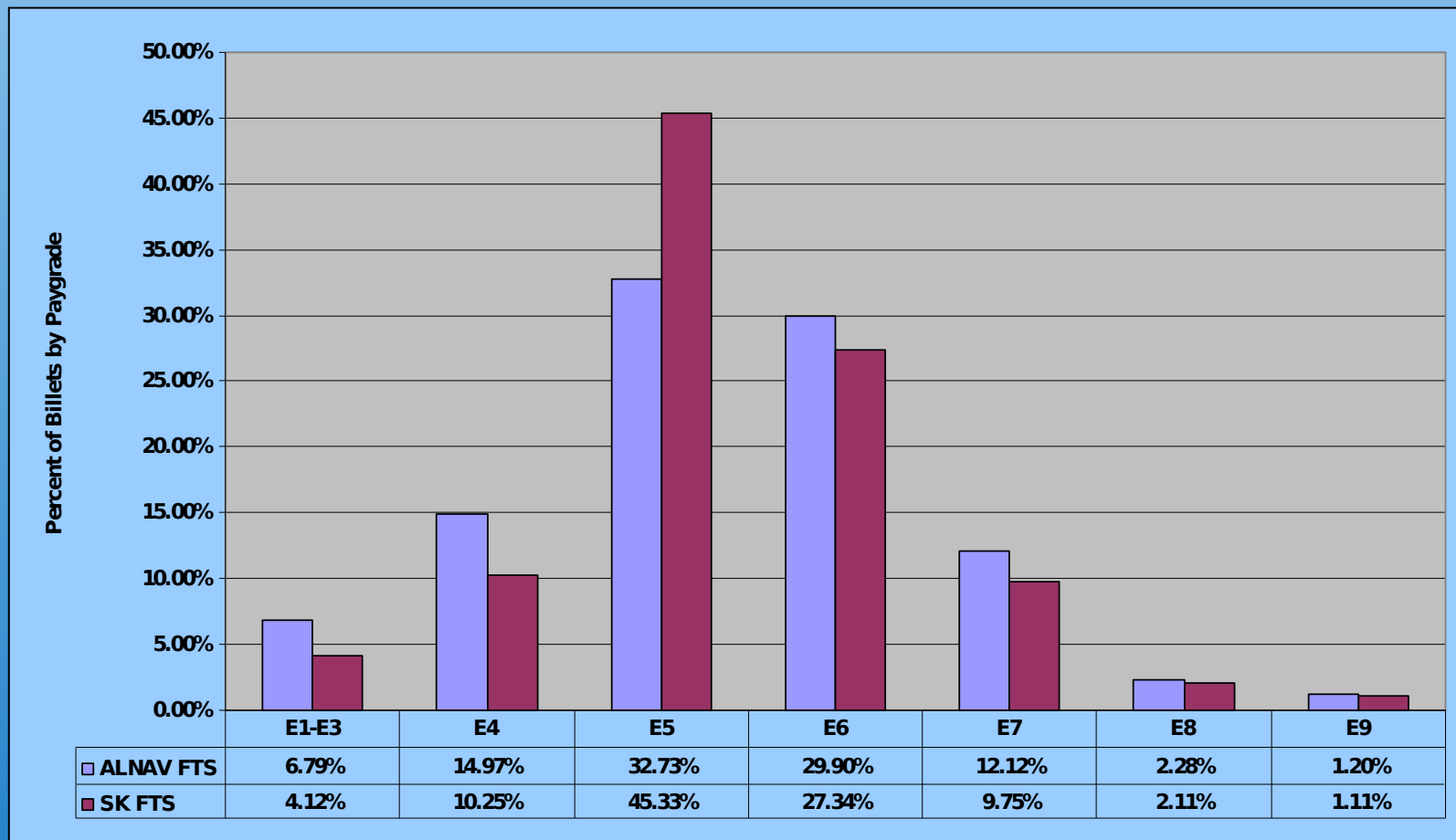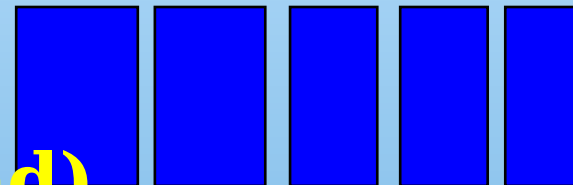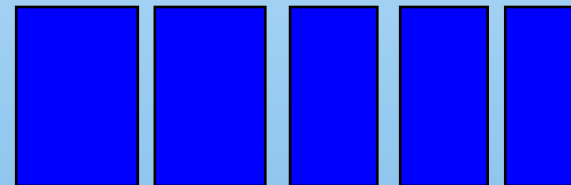
09/13/16

40

SK FTS Recruiting

- **Recruiting Performance FY 02 - 140% (667/476)**
- **Recruiting Performance FY 03 - 84% (575/682)**
- **Recruiting Performance FY 04 FYTD - 62% (8/13)**

$3K EB (Jun -Sep)

Legend:
- Projected Shortage
- DEP
- Recruits YTD
- Revised Goal
- Original Goal

Months: Oct, Nov, Dec, Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep

09/13/16

41
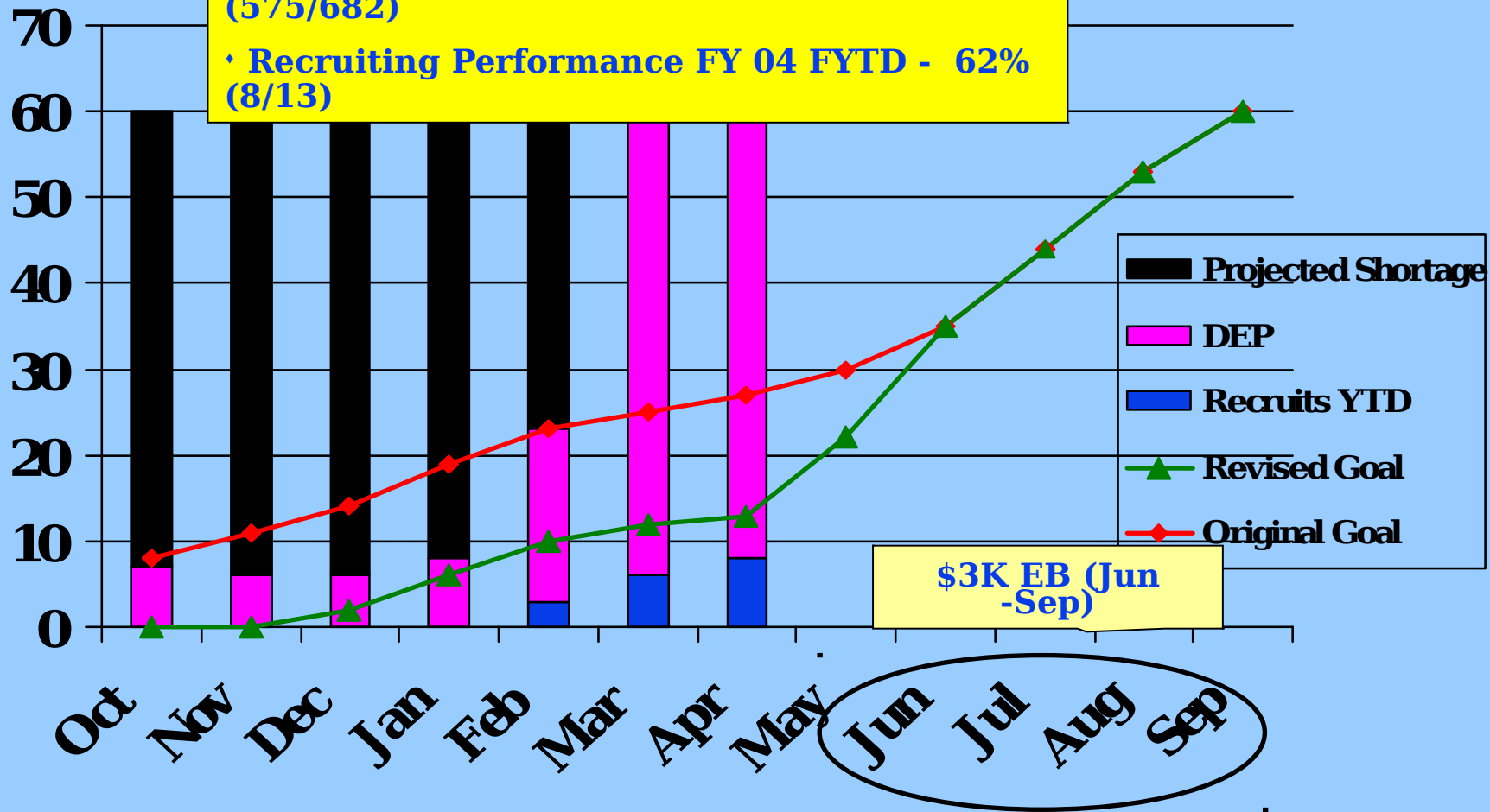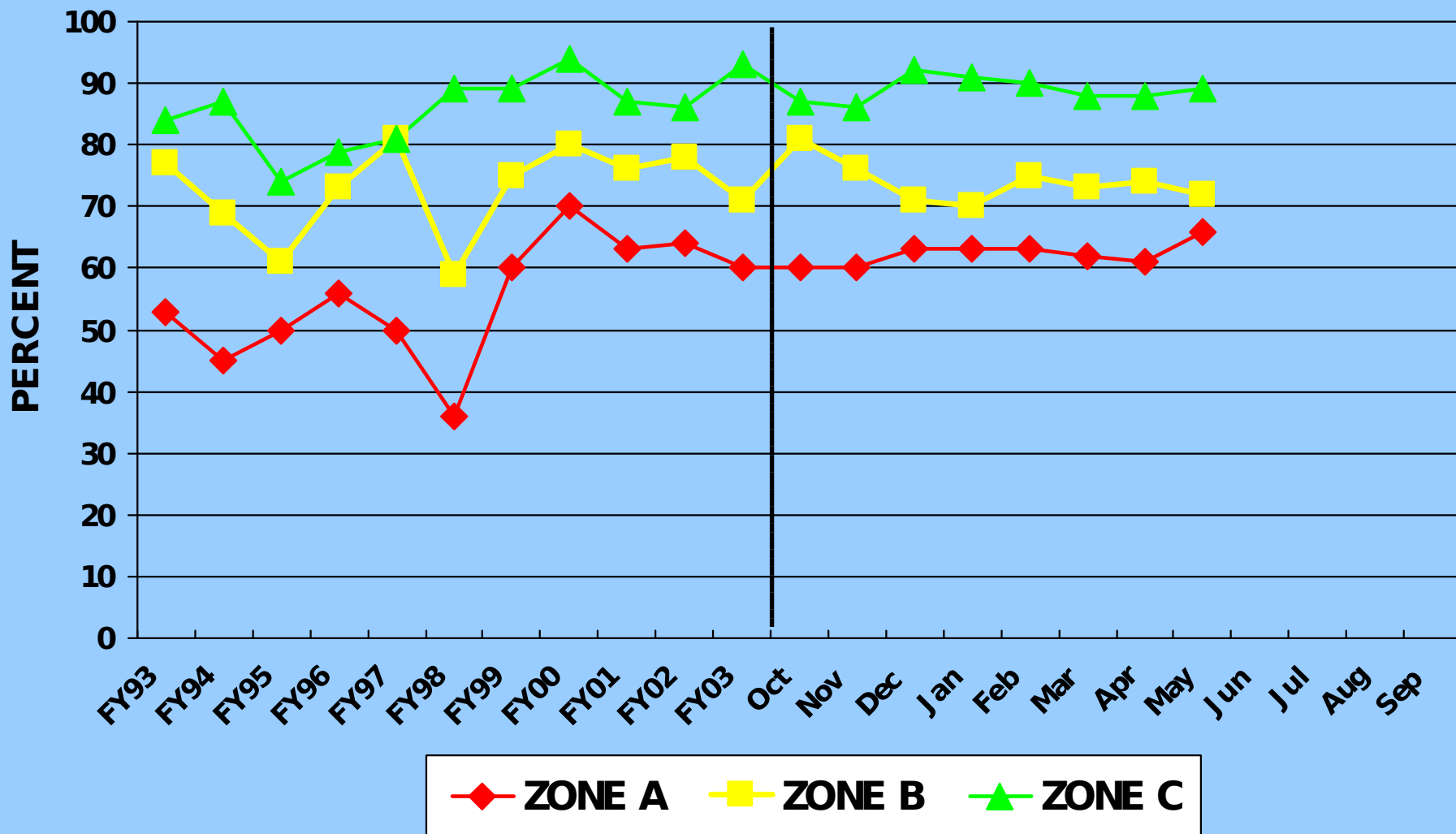
SK FTS Rating
Reenlistments Compared With SRB Levels
(History)
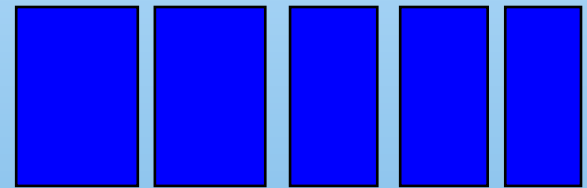
• **SRB = Highest Level At Year Established**
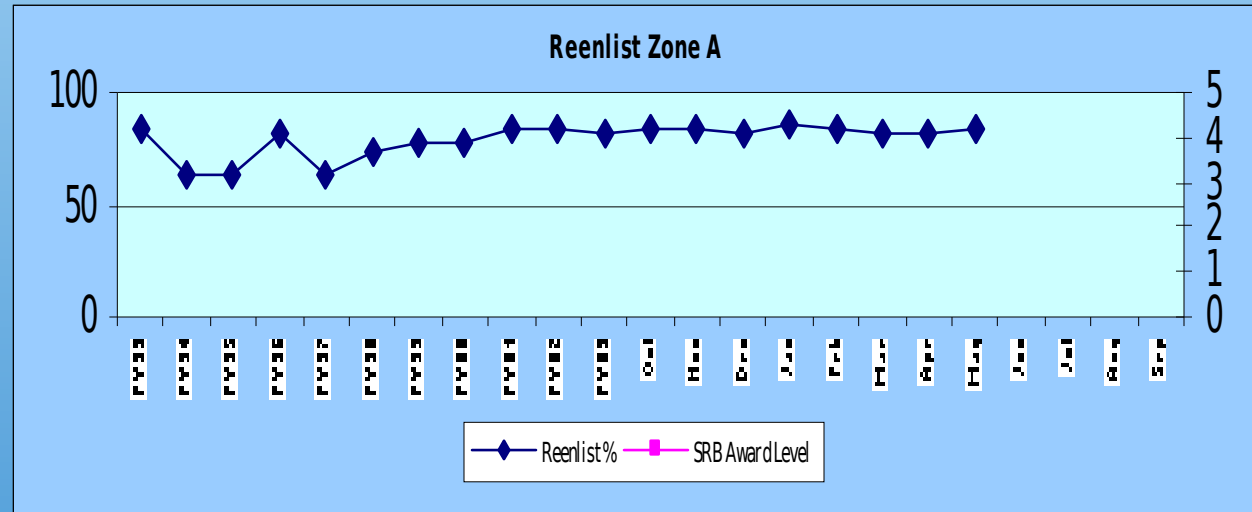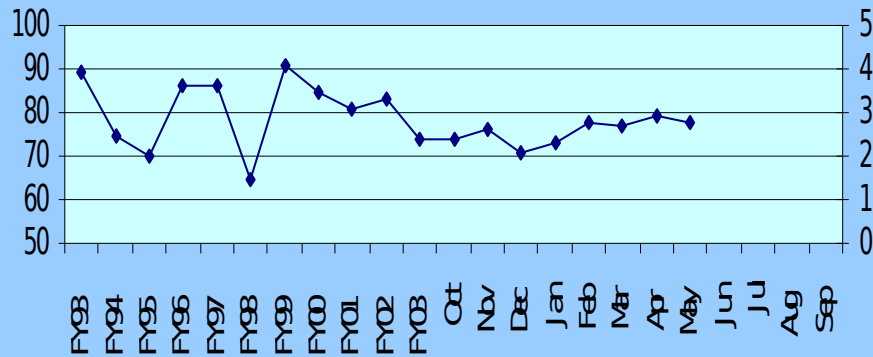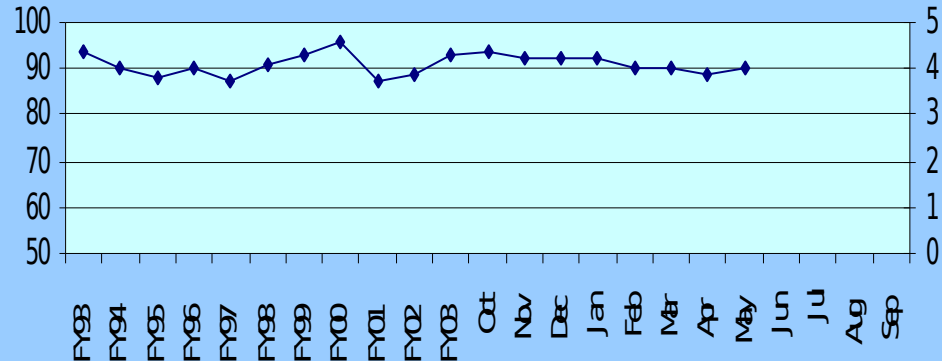
Reenlist Zone A

Reenlist Zone B

Reenlist Zone C

SK FTS Reenlistments and Attrition (RMS)
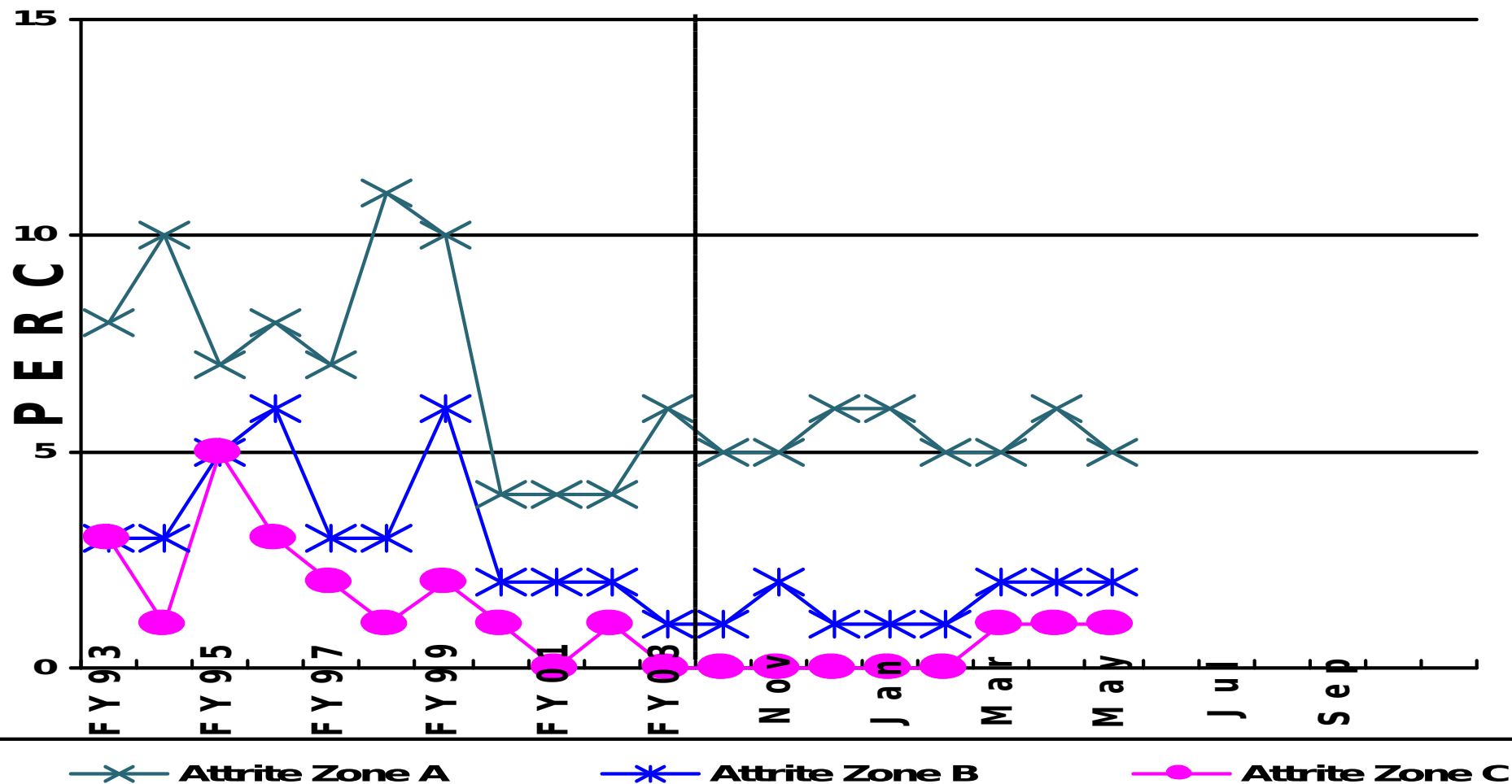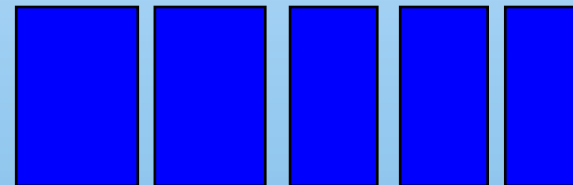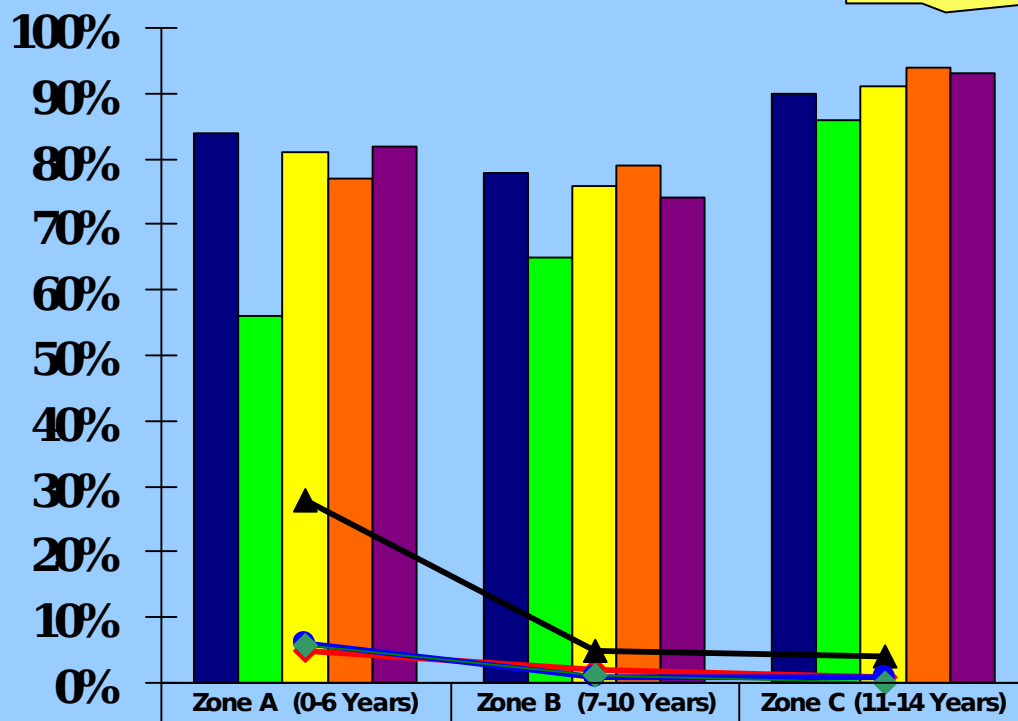
	Zone A (0-6 Years)	Zone B (7-10 Years)	Zone C (11-14 Years)
SK FTS Actual Reenlist.	84%	78%	90%
SK FTS ECM Goal/Reqd	56%	65%	86%
ALSUP FTS Actual Reenlist.	81%	76%	91%
ALNAV FTS Actual Reenlist.	77%	79%	94%
SK FTS FY 03 Reenlist	82%	74%	93%
SK FTS Actual Attrition	5%	2%	1%
ALSUP FTS Attrition	28%	5%	4%
ALNAV FTS Attrition	6%	1%	1%
SK FTS FY03 Attrition	6%	1%	0%

15 sailors lost

FY 02 TAR Attrition Facts (Zone A)

SK TAR : **3.82%** 1) Drug Abuse – 1.04%
2) Misconduct – 1.04%
3) Medical /Disability- 1.04%

Supply TAR: **5.63%** 1) Drug Abuse – 2.08%
2) Serious Offense – 0.83%
3) Misconduct – 0.83%

ALNAV TAR: **7.4%** 1) Drug Abuse – 2.19%
2) Fraud/Erroneous Entry – 1.69%
3) Misconduct – 1.54%

5.84% 2) Drug Abuse – 1.17%
3) Serious Offense – 0.78%

Supply TAR: **5.25%** 1) Drug Abuse – 1.72%
2) Misconduct – 1.08%
3) Serious Offense – 0.43%

ALNAV TAR: **6.9%** 1) Drug Abuse - 1.7%
2) Fraud/Erroneous Entry – 1.5%
3) Misconduct – 1.3 %

SK FTS Advancement

Flow Points (Years)	SK3	ALNAV	SK2	ALNAV	SK1	ALNAV	SKC	ALNAV	SKCS	ALNAV	SKCM	ALNAV
TIG	0.8	1.3	1.7	2.5	8.1	5.4	5.9	5.6	4.9	5.8	5.0	4.6
TAFMS	2.4	2.4	5.2	4.5	12.2	10.4	14.1	14.9	18.5	18.4	18.8	20.2

SK Advancement E4-E6
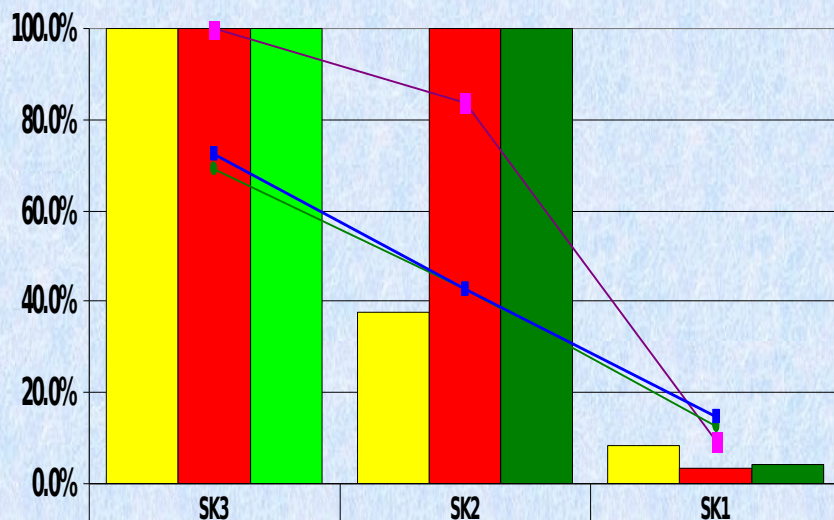
	SK3	SK2	SK1
Sep 02	100.0%	37.5%	8.4%
Mar 03	100.0%	100.0%	3.2%
Sep 03	100.0%	100.0%	4.1%
6 Yr SK Avg	100.0%	83.9%	9.0%
ALNAV SEP 03	69.1%	42.7%	12.7%
6 Yr ALNAV AVG	72.3%	42.8%	14.7%

SK Advancement E7-E9
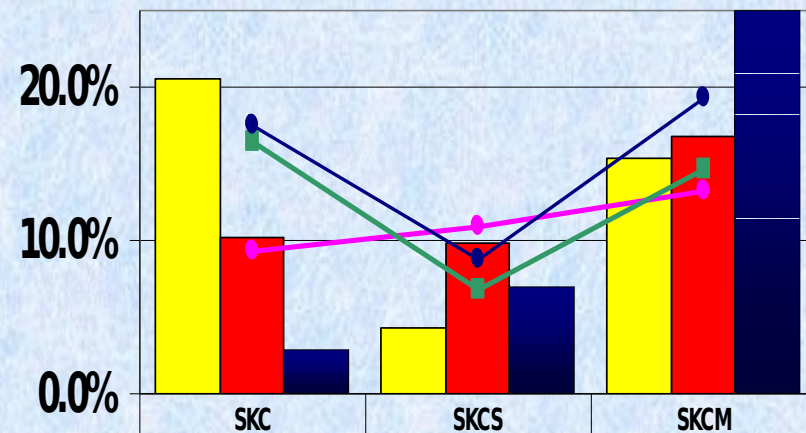
	SKC	SKCS	SKCM
FY 02	20.6%	4.2%	15.4%
FY 03	10.1%	9.8%	16.7%
FY 04	2.8%	6.9%	25.0%
5 Yr SK Avg	9.3%	10.9%	13.2%
ALNAV FY 04	16.5%	6.7%	14.7%
5 Yr ALNAV AVG	17.5%	8.7%	19.3%

SK FTS MCA Manning Profile
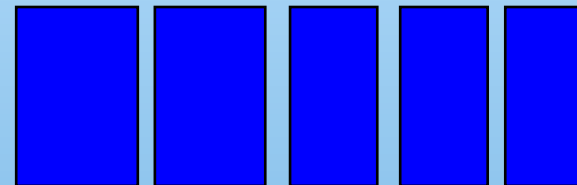
MCA - LANTFLT
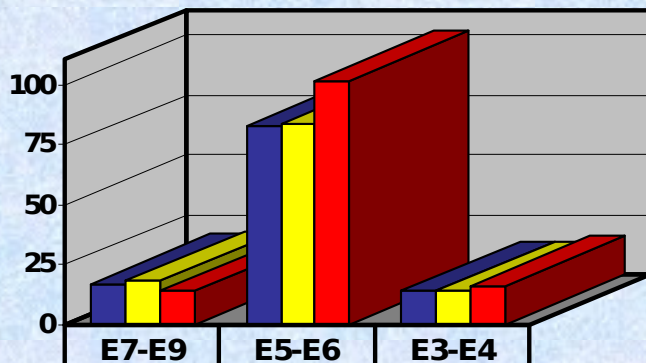
	E7-E9	E5-E6	E3-E4
P9 BA	17	83	14
P9 NMP	18	84	14
COB/INV	14	102	16

MCA - BUPERS
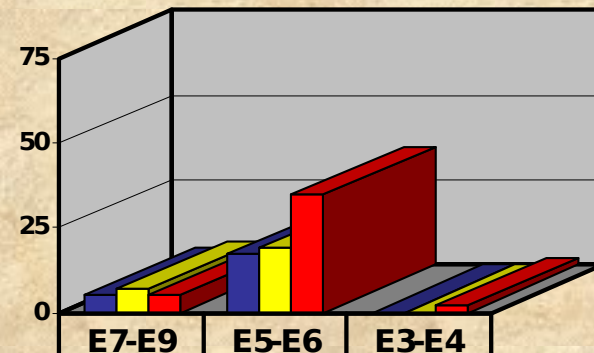
	E7-E9	E5-E6	E3-E4
P9 BA	5	17	0
P9 NMP	7	19	0
COB/INV	5	35	2

MCA - PACFLT
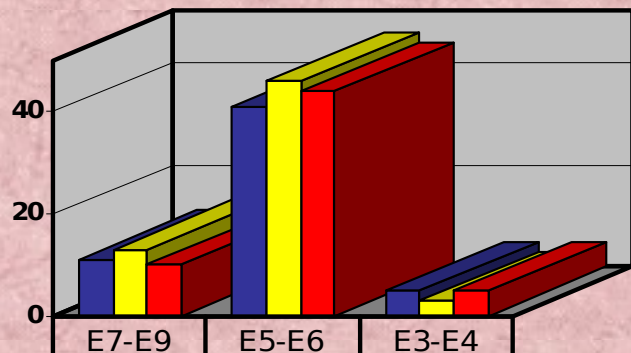
	E7-E9	E5-E6	E3-E4
P9 BA	11	41	5
P9 NMP	13	46	3
COB/INV	10	44	5

MCA - RESFOR
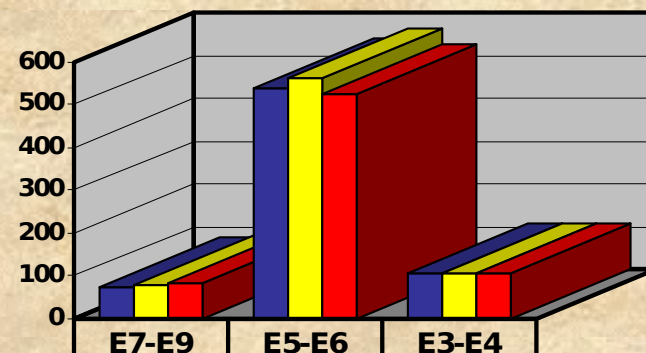
	E7-E9	E5-E6	E3-E4
P9 BA	76	538	108
P9 NMP	81	561	109
COB/INV	84	525	107

SK FTS Billet Breakdown

Actual Sailors Serving Out of Rate

Instructor – 9 (+8)   **Recruiting – 0 (-8)**

RDC – 1 (-1)   **Security – 2 (-1)**

General – 1 (-6)

Total: 13 (-8) people serving in 30 (+11) billets

SK FTS Shore Billets
In Rate vs Out of Rate

96%

4%
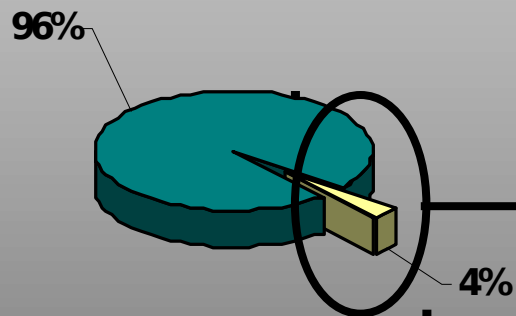
- In Rate
- Out of Rate

SK FTS Shore Billets
Out of Rate

9

1

4

16
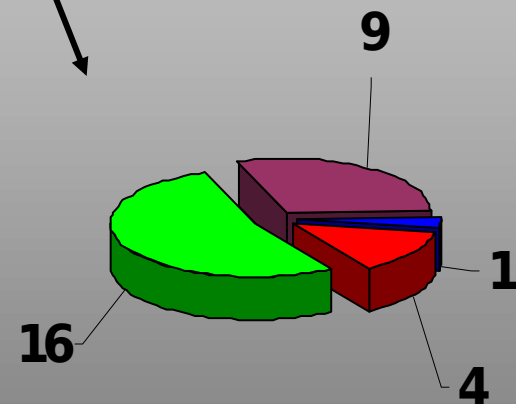
- Instructor
- RDC
- Security
- General

SK FTS Rating
NEC Manning and SRB Rates

Zone A – 0.5
Zone B – 0.5
Zone C – 0.0

Legend:
- Strength
- BA
- Inventory

NEC	Strength	BA	Inventory
NEC 2813	193	194	447
NEC 2814	27	31	94
NEC 2820	18	18	45
NEC 2821	5	11	4
NEC 2824	2	2	12
NEC 2828	0	12	2
NEC 2829	1	1	3
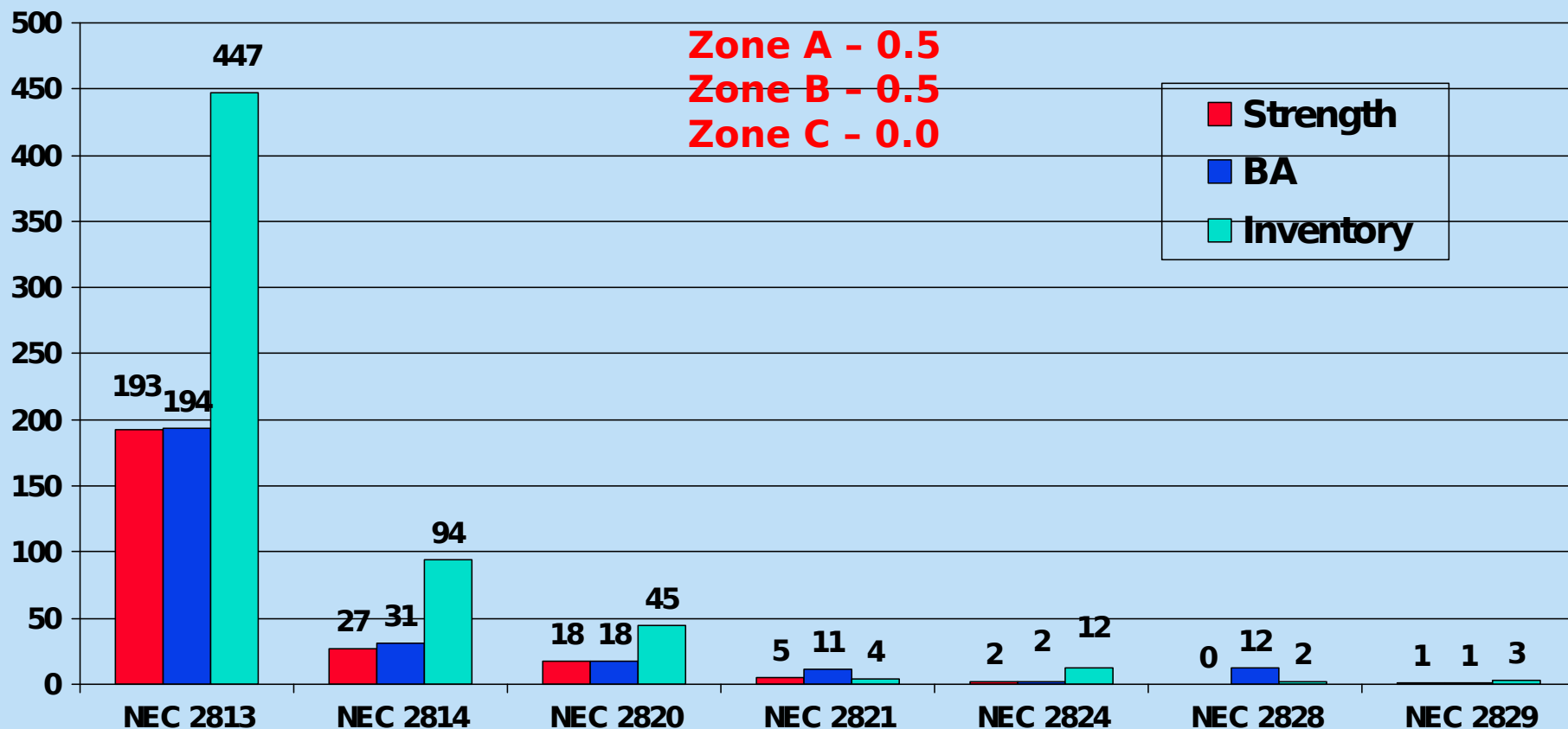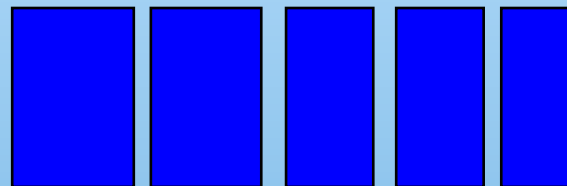
2813 – Independent Duty SK Specialist   2814 - SNAP II Technical

2820 - SNAP II SFM Supervisor   2821 - Air Transportation Specialist

2824 - SUADPS RT Technical Specialist   2828 - Relational Supply FORCE Tech. Specialist

SK FTS Rating NEC Manning and SRB Rates

Zone A – 0.5
Zone B – 0.5
Zone C – 0.0

Legend:
- Strength
- BA
- Inventory

NEC	Strength	BA	Inventory
NEC 2830	1	6	0
NEC 2831	1	1	2
NEC 8012	31	129	72
NEC 8013	4	6	18
NEC 8289	1	6	1
NEC 9590	28	29	59
NEC 9595	14	27	105
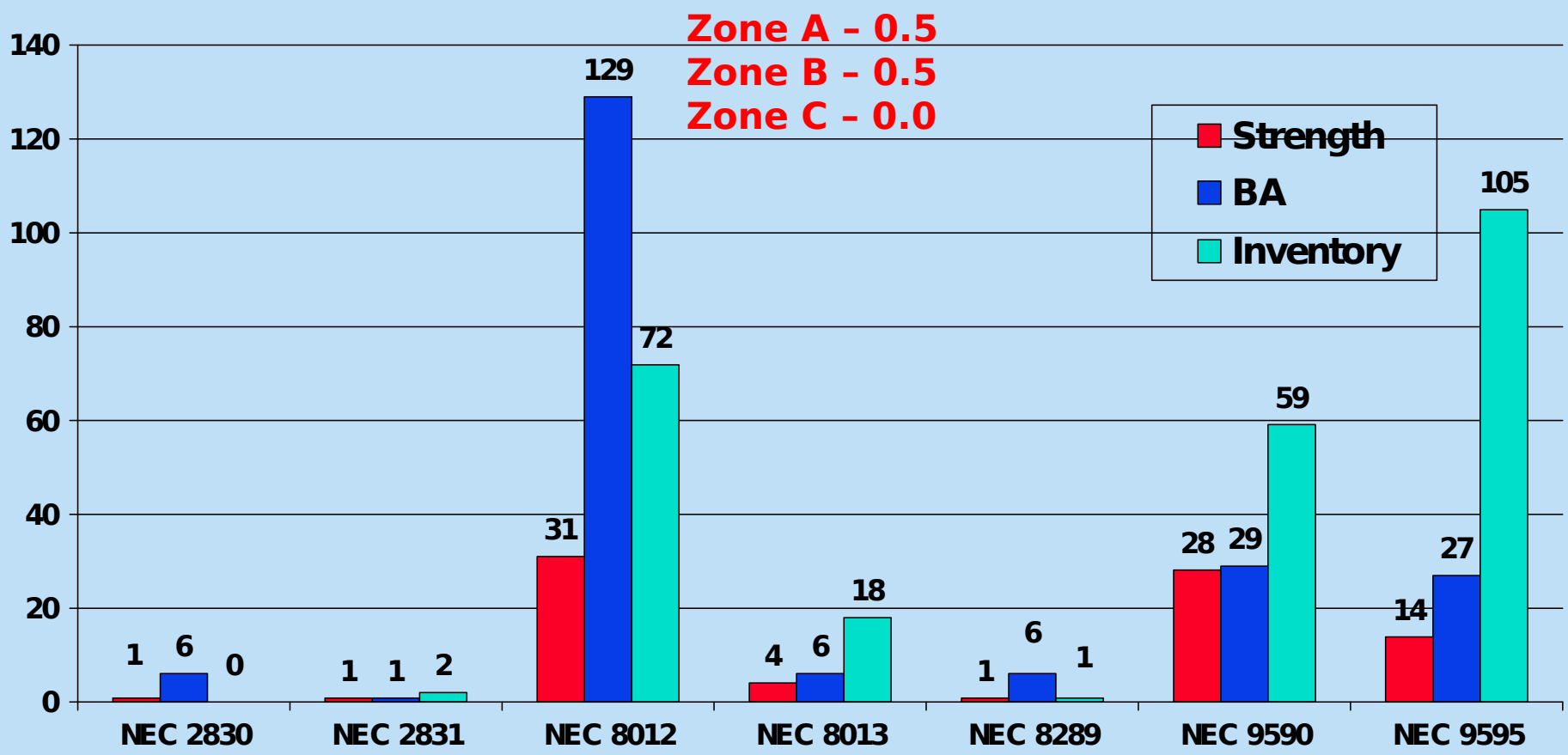
2830 - R-Supply FORCE Stock Control SUP. 2831 - R- supply UNIT Stock Control SUP
8012 - NALCOMIS System Specialist 8013 - NALCOMIS IMA DB Administrator
8014 - NALCOMIS OPTIMIZED IMA 8289- Transport Safety

SK(SS) Rating Profile

SK(SS) (BA) Manning

	E1-E4	E5-E6	E7-E9	Overall
ALNAV	98.2%	104.3%	95.6%	100.5%
SK(SS)	126.7%	100.3%	92.5%	104.4%

SK(SS) Sea/Shore Rotation

	E3	E4	E5-E9
Sea	48	48	36
Shore	24	36	36

Overall Rating Grade 🟢

Category	E1-E4	E5-E6	E7- E9	Overall
Manning	🟢	🟢	🟡	🟢
Sea/Shore Rotation	⚪	🟢	🟢	🟢
Advancement Opportunity	🟢	🟢	🟢	🟢
Recruiting				🟢
Shore Billet Quality				🟢

	Zone A	Zone B	Zone C	Overall
Reenlistments	🟢	🔴	🟢	🟢
Attrition	🟡	🟢	🟢	🟡

	Yes	No
SRB	√	
EB	√	
Priority Rating		√
Striker/Entry Opportunity	Closed	
Perform to Serve (PTS)	√	

SRB
Zone A - 1.0

EB
Oct - Sep $3K

SK(SS) Billet Locations

North West
72 Sea
38 Shore

Mid America
1 Shore

North East
55 Sea
40 Shore

Europe
5 Sea
4 Shore

North Cal
1 Shore

Japan/Korea
2 Sea

Mid-East / DC
54 Shore

South Cal
16 Sea
27 Shore

NORVA
38 Sea
42 Shore

Far East Islands
17 Sea

Gulf /TX
1 Shore

South East
38 Sea
57 Shore

Hawaii
59 Sea
19 Shore

52
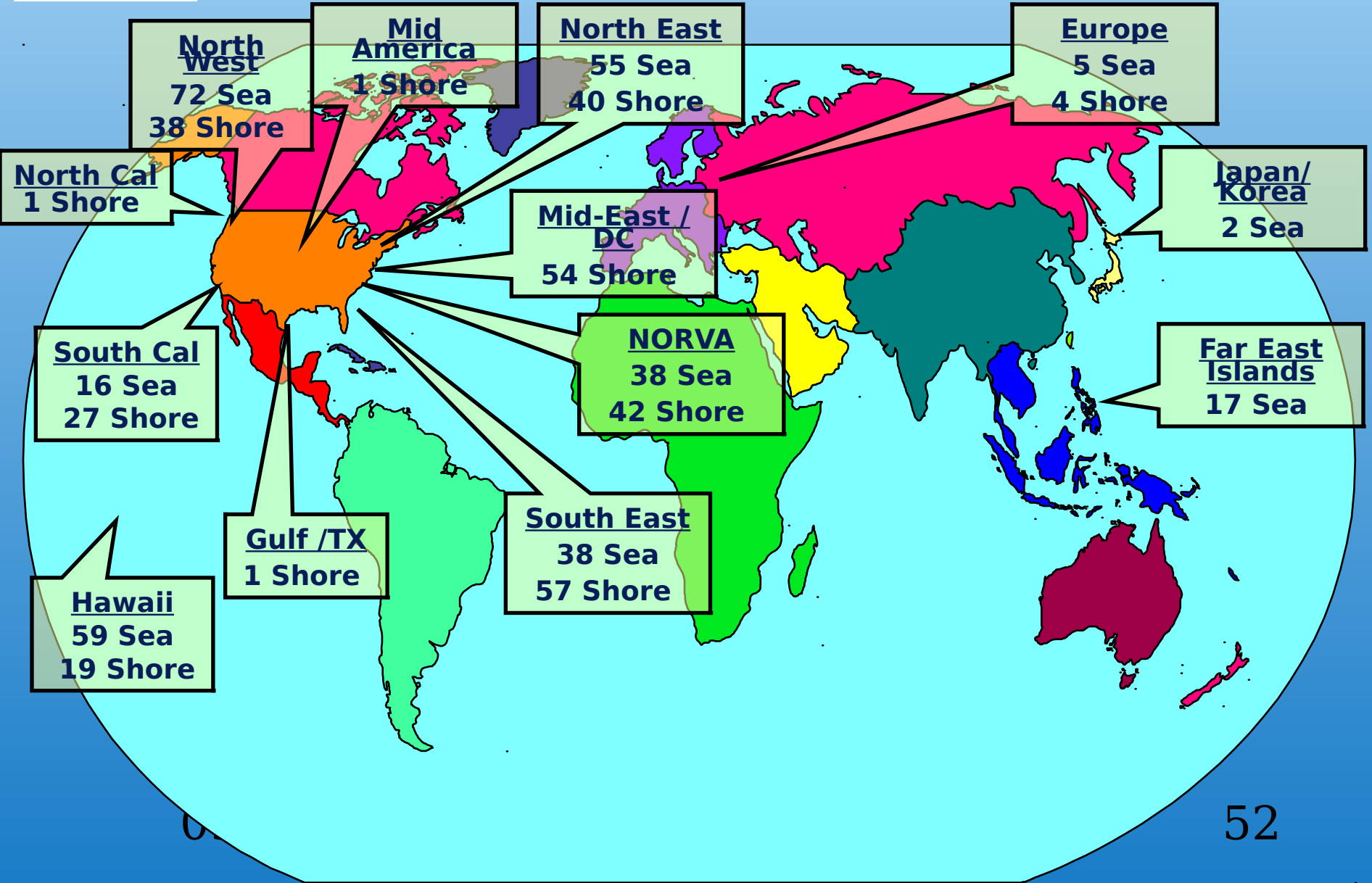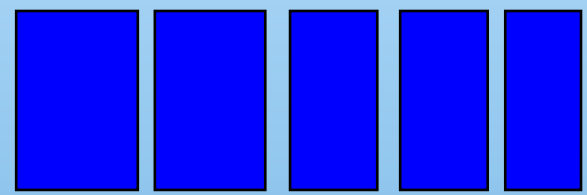
SK(SS) Inventory Distribution
(by length of service)

Manning Summary

EPA: 536　　BA: 545　　INV: 569

Relative Size –86th of 93 ratings

NON-DETAILABLE – 17 (+/-0)

LIMDU - 10 (+/-0) / MED BD – 1 (-1) TEMDU SEP – 3 (+1) /

TEMDU DISP – 3 (+/-0)

**SRB
Zone A - 1.0**

E4 - 8 Year HYT---loss of 1 SK3(SS)

Legend: 04 EPA | E9 - 86% | E8 - 104% | E7 - 93% | E6 - 109% | E-5 - 96% | E4 - 106% | E1-3 - 141% | Re-Enlisted
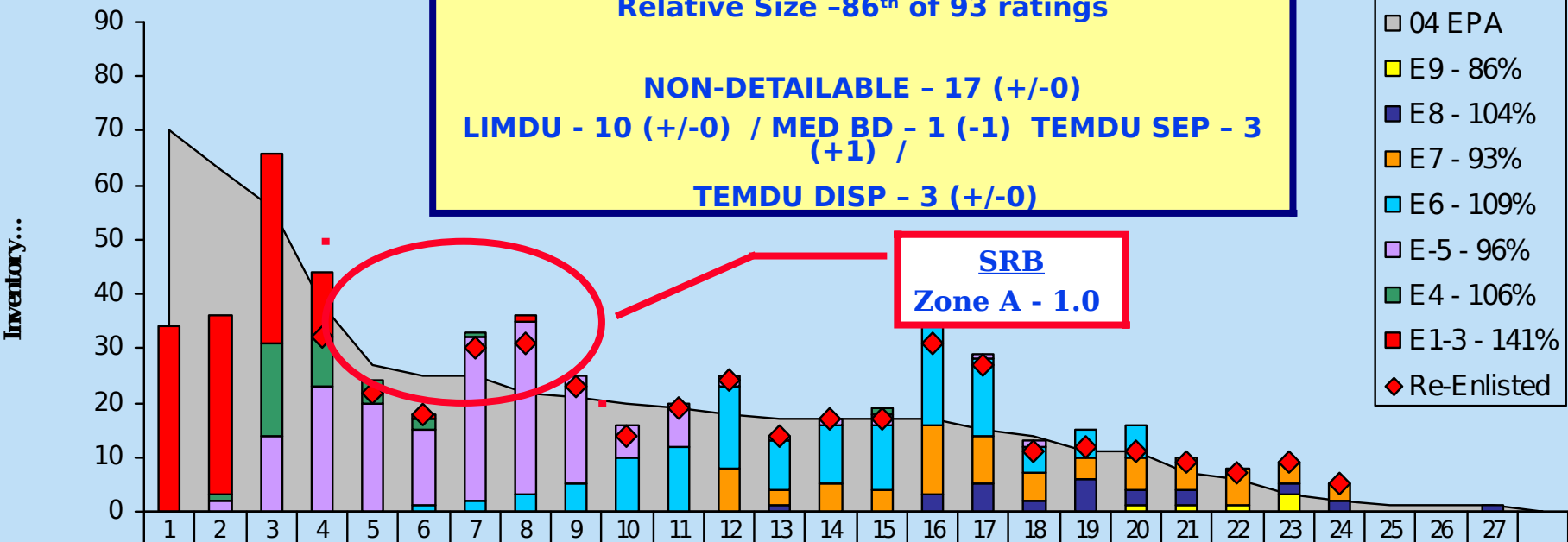
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
04 EPA	70	63	56	38	27	25	25	22	21	20	19	18	17	17	17	17	15	14	11	11	7	6	3	2	1	1	1
E9-86%																				1	1	1	3				
E8-104%													1			3	5	2	6	3	3		2	2			1
E7-93%												8	3	5	4	13	9	5	4	6	6	7	4	3			
E6-109%						1	2	3	5	10	12	15	9	11	12	18	14	5	5	6							
E-5-96%		2	14	23	20	14	30	32	20	6	8	1	1	1	2	2	1	1									
E4-106%		1	17	9	4	2	1									1											
E1-3-141%	34	33	35	12		1		1				1															
Re-Enlisted				32	22	18	30	31	23	14	19	24	14	17	17	31	27	11	12	11	9	7	9	5			

SK(SS) Rating
Billet Analysis

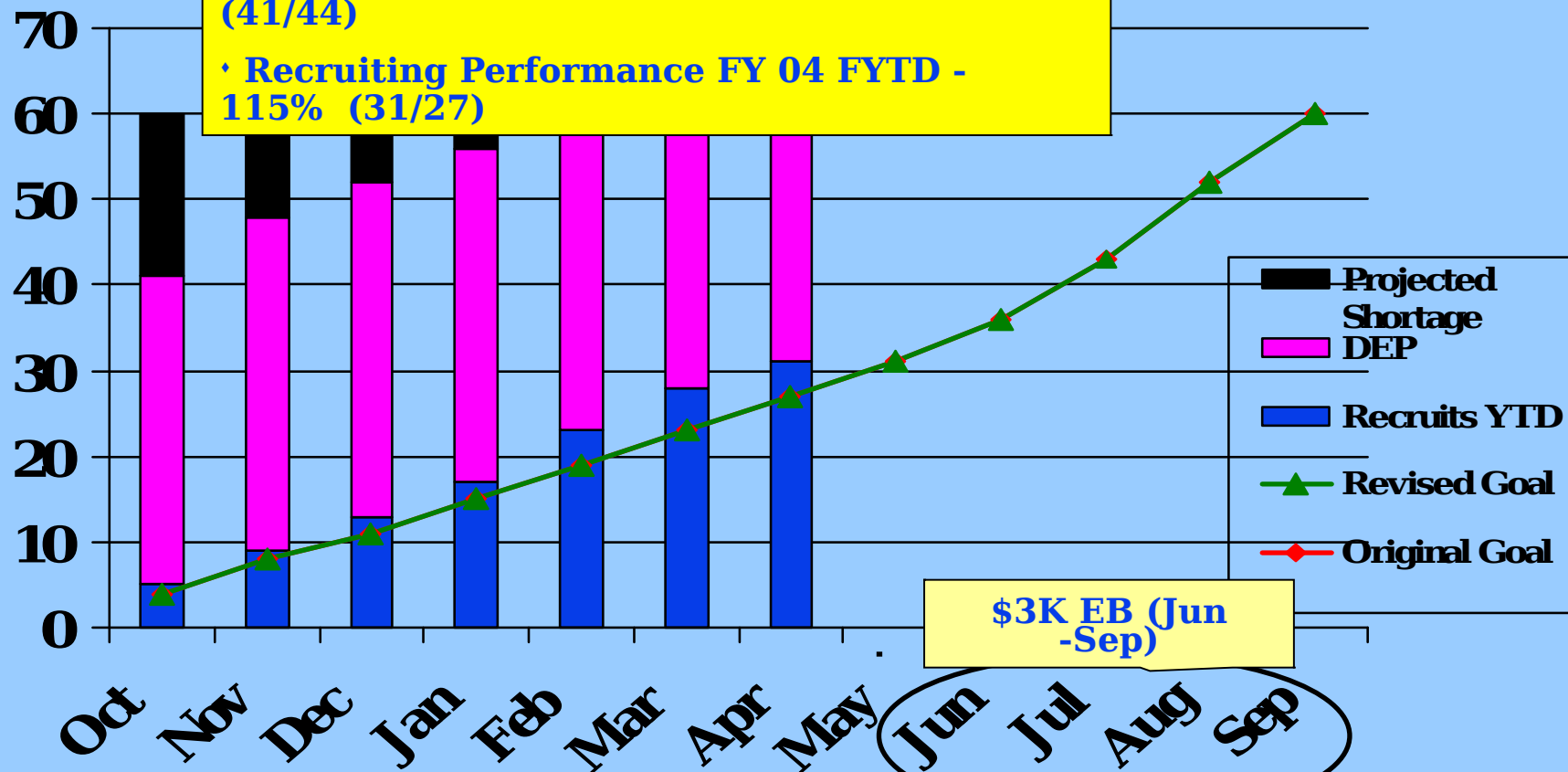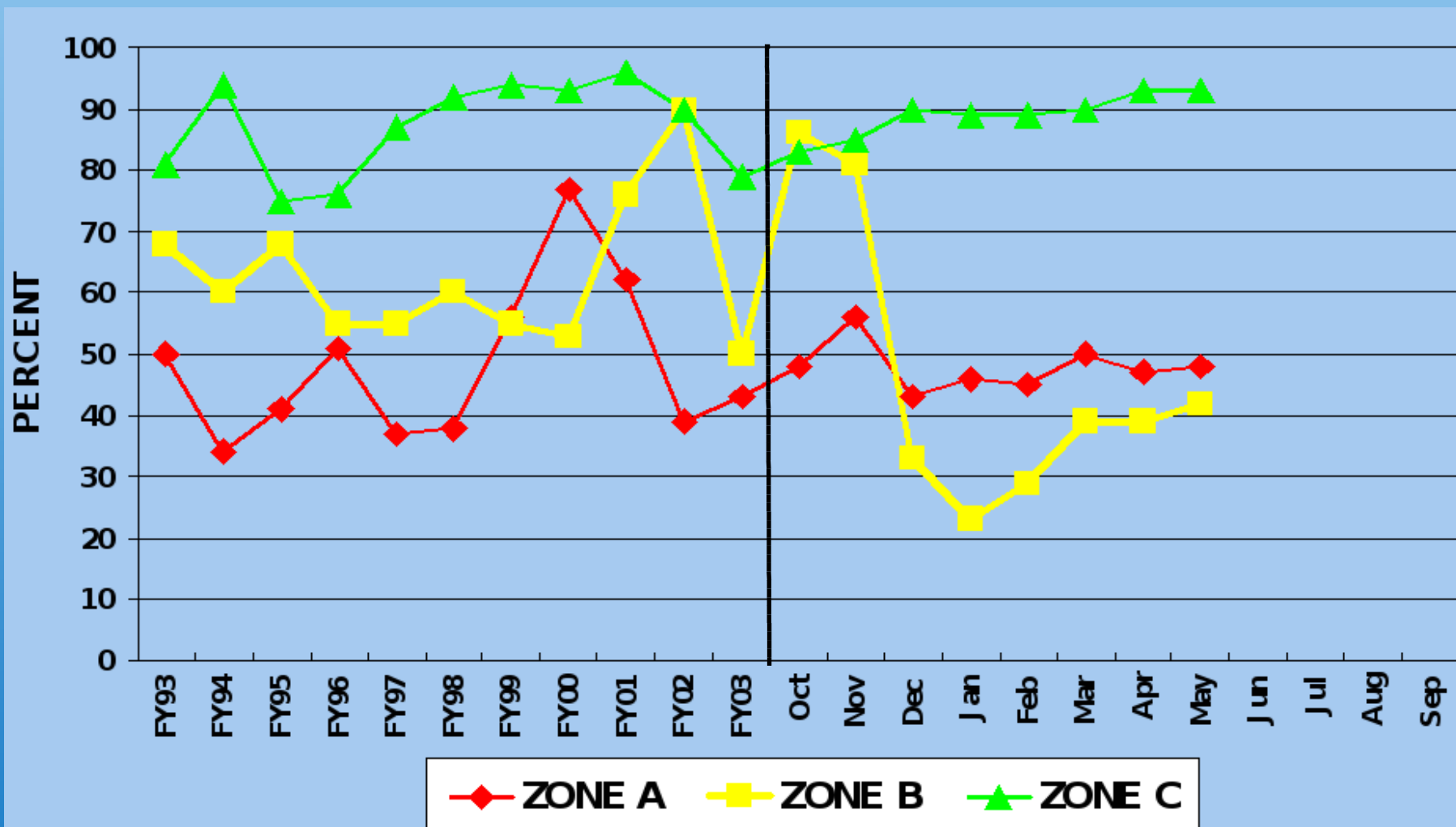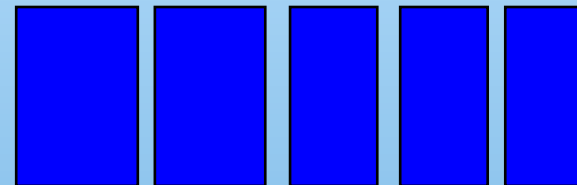|	E1-E3	E4	E5	E6	E7	E8	E9
ALNAV	23.79%	21.71%	25.18%	17.90%	8.12%	2.27%	1.03%
SK(SS)	15.96%	6.06%	34.50%	21.47%	15.78%	4.95%	1.28%
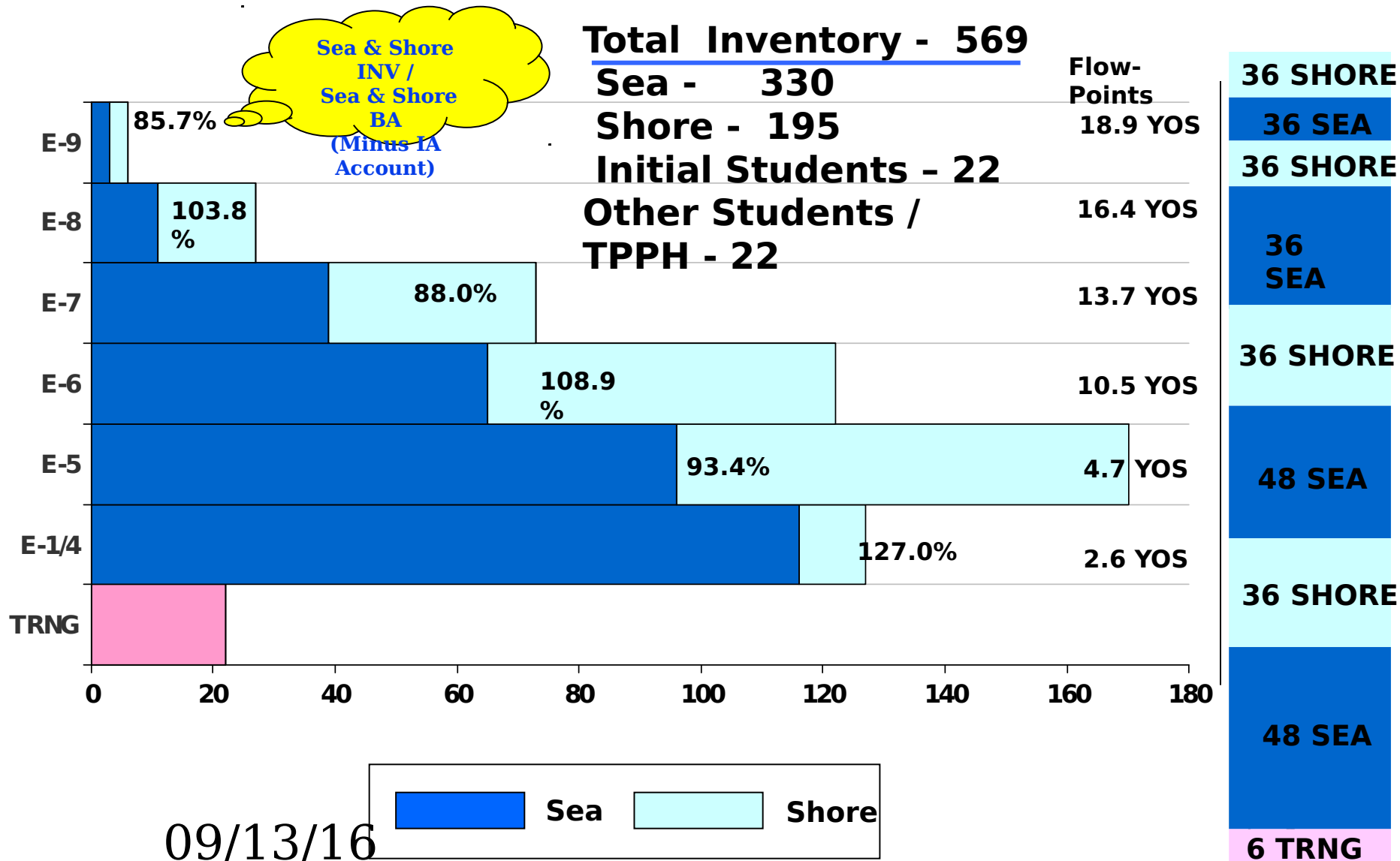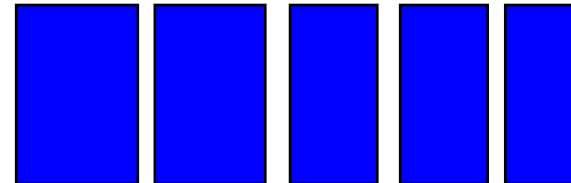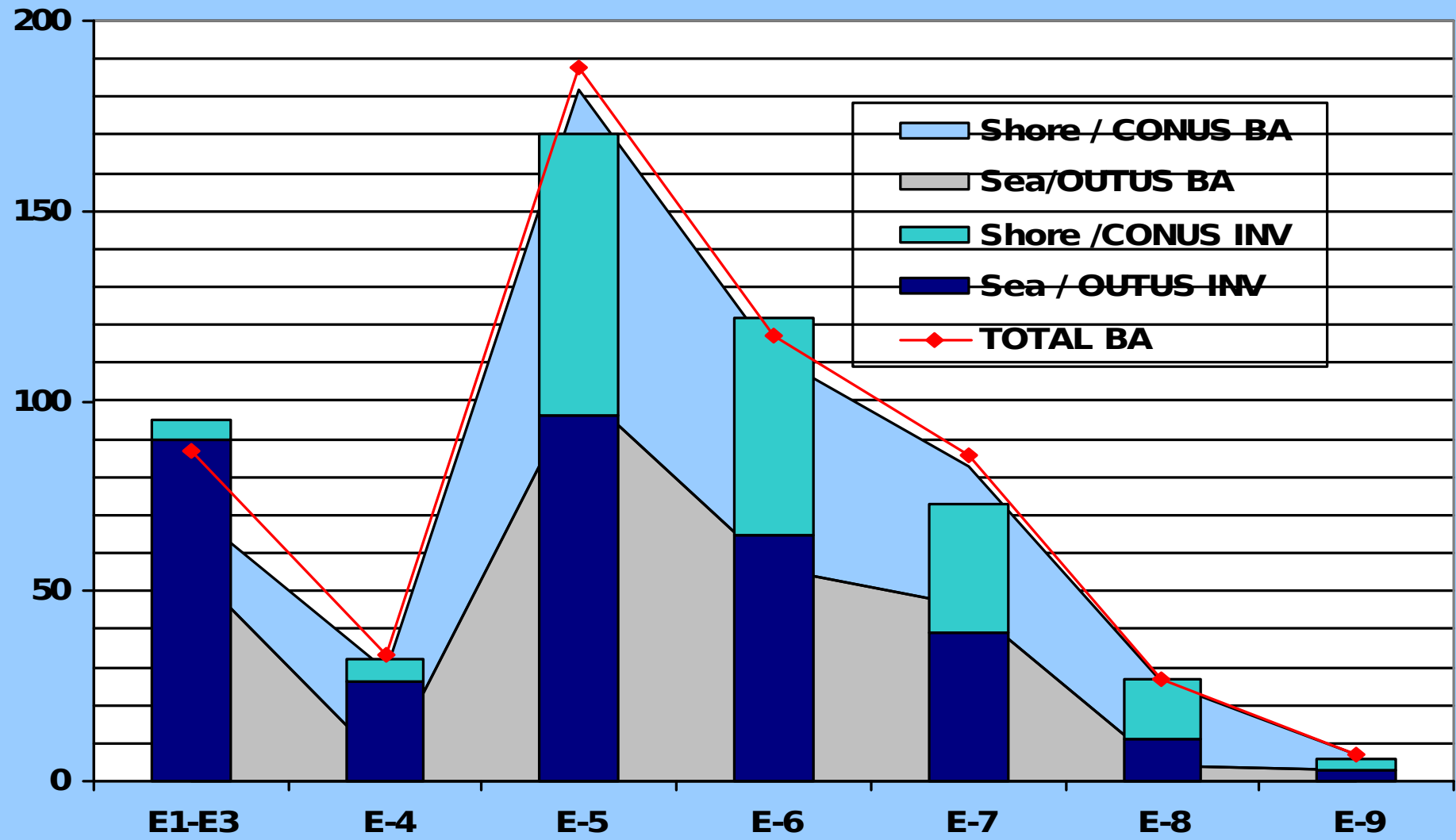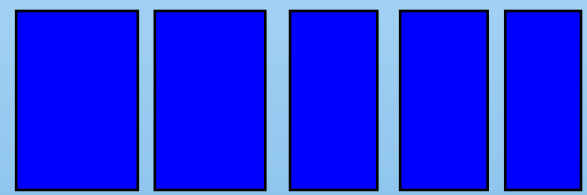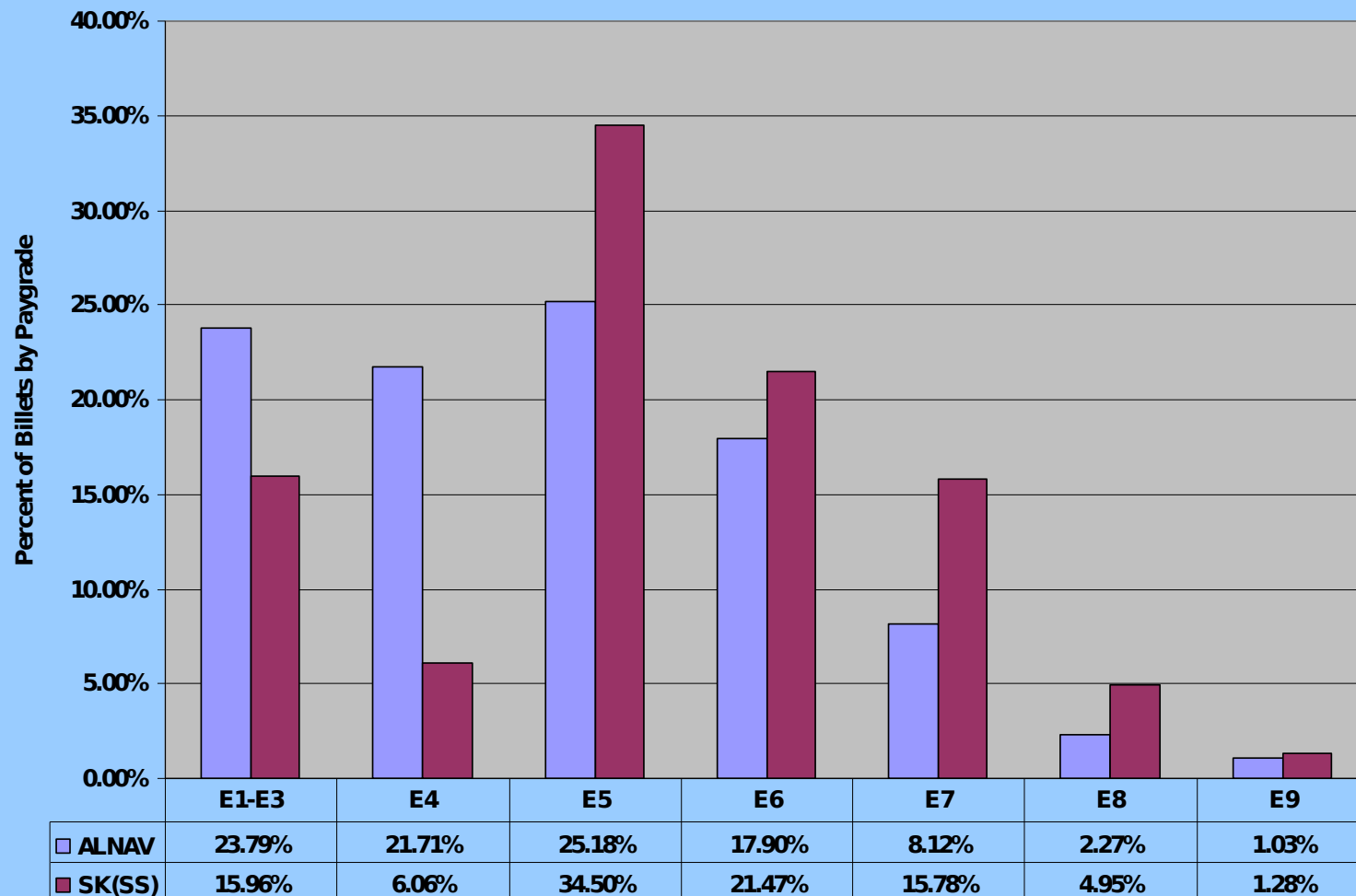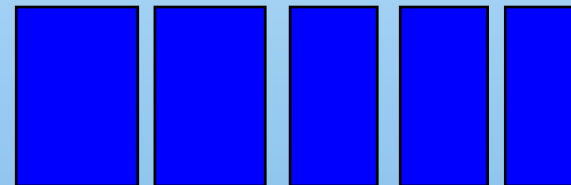
SK(SS) Recruiting

- **Recruiting Performance FY 02 - 113% (69/61)**
- **Recruiting Performance FY 03 - 93% (41/44)**
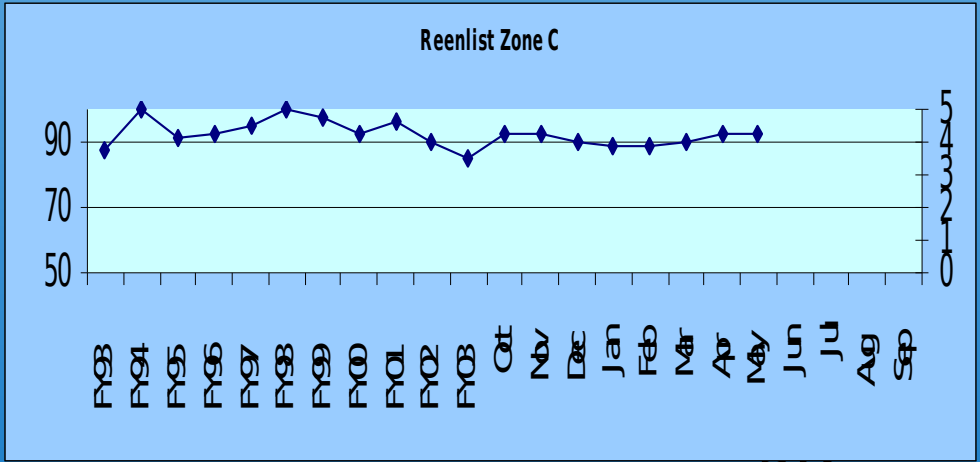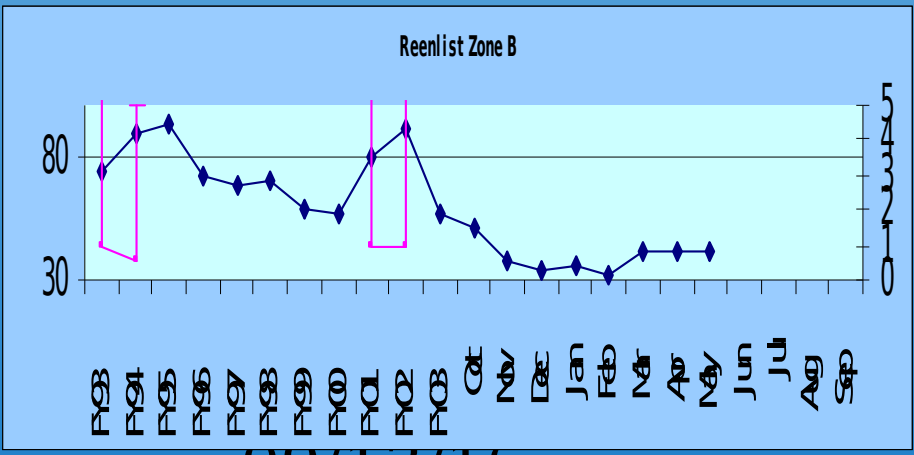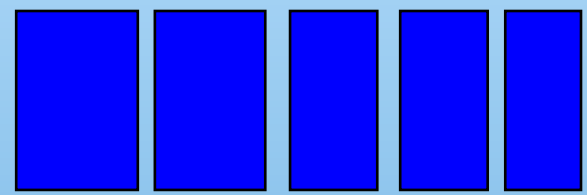- **Recruiting Performance FY 04 FYTD - 115% (31/27)**

$3K EB (Jun -Sep)

Legend:
- Projected Shortage (black)
- DEP (magenta)
- Recruits YTD (blue)
- Revised Goal (green)
- Original Goal (red)

SK(SS) Rating
Reenlistments Compared With SRB Levels
(History)

• **SRB = Highest Level At Year Established**

Reenlist Zone A

Reenlist Zone B

Reenlist Zone C

09/13/16

59
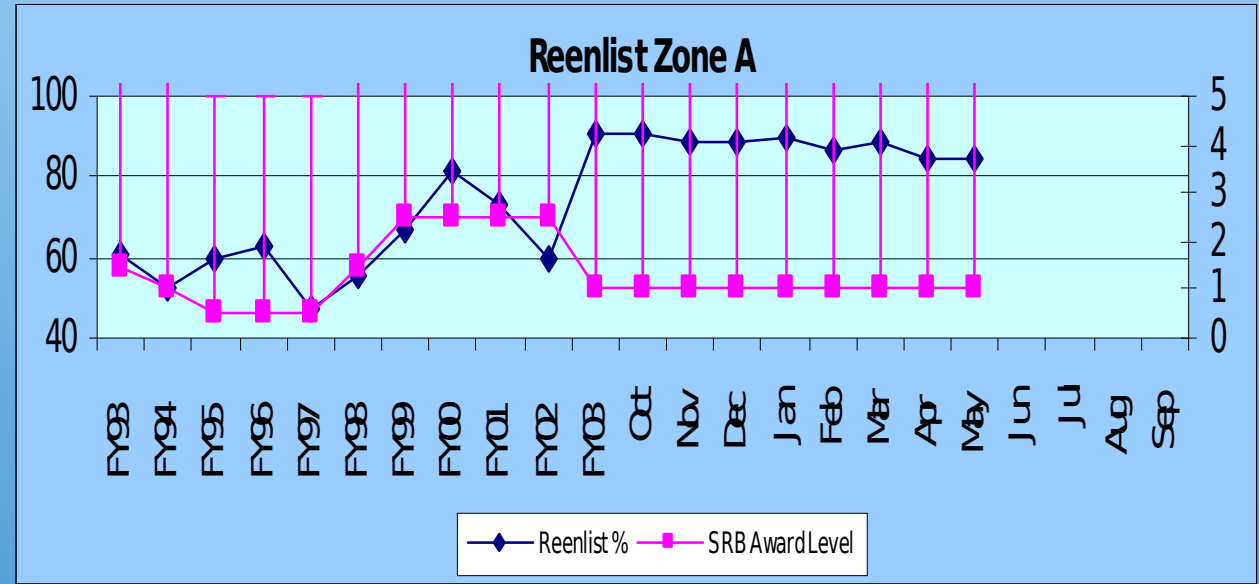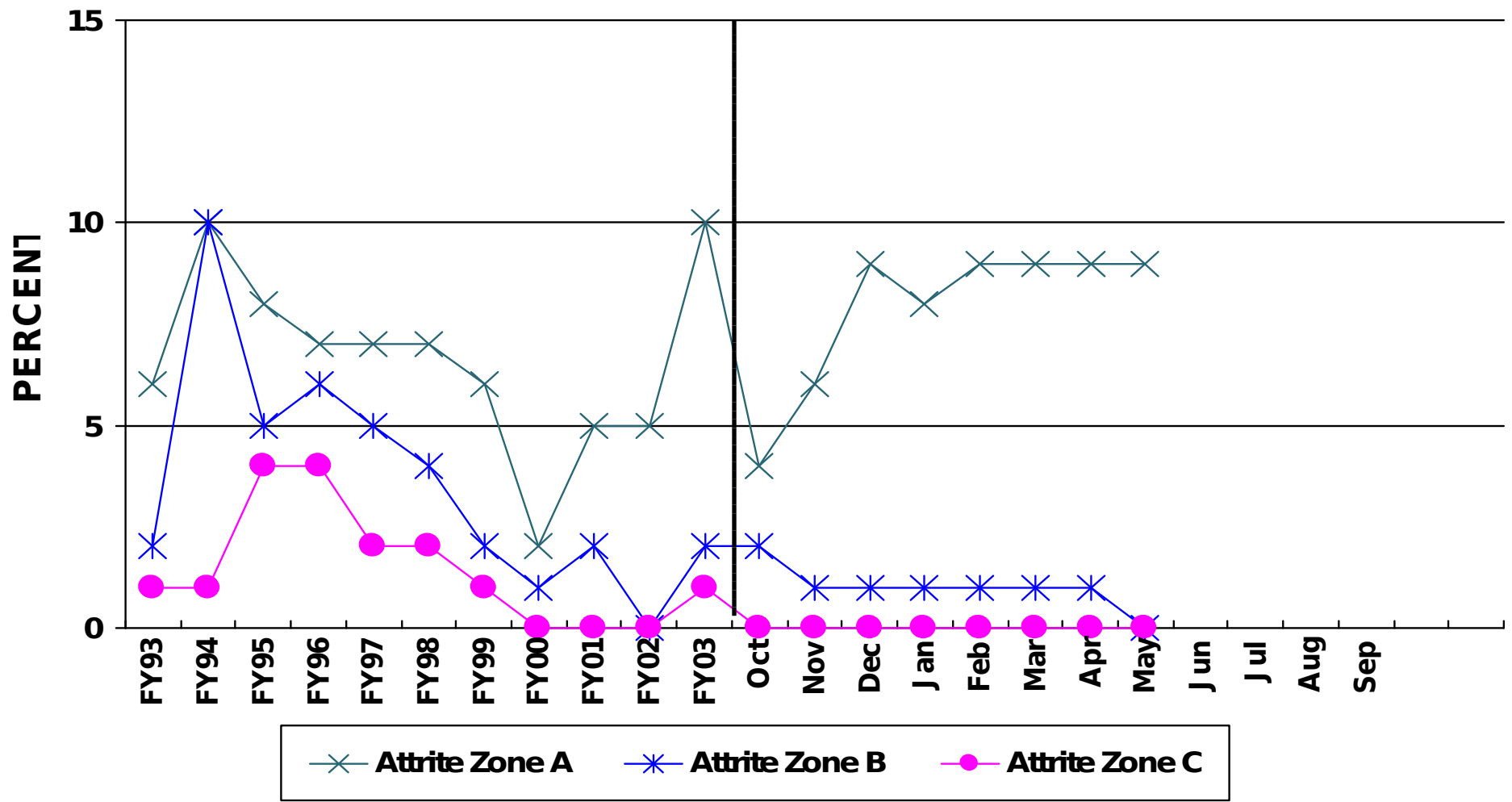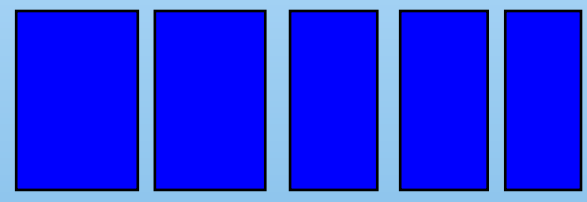
SK(SS) Reenlistments and Attrition (RMS...

Period of Report...
01 May 03 to 31 May 04

SRB Levels
Zone A - 1.0

100%
80%
60%
40%
20%
0%

	Zone A (0-6 Years)	Zone B (7-10 Years)	Zone C (11-14 Years)
SK(SS) Actual Reenlist.	85%	42%	93%
SK(SS) ECM Goal/Reqd	56%	65%	86%
ALSUP Actual Reenlist.	61%	76%	89%
ALNAV Actual Reenlist.	53%	73%	86%
SK(SS) FY 03 Reenlist.	91%	56%	85%
SK(SS) Actual Attrition	9%	0%	0%
ALSUP Actual Attrition	7%	3%	2%
ALNAV Actual Attrition	8%	2%	1%
SK(SS) FY03 Attrition	10%	2%	1%

23 sailors lost
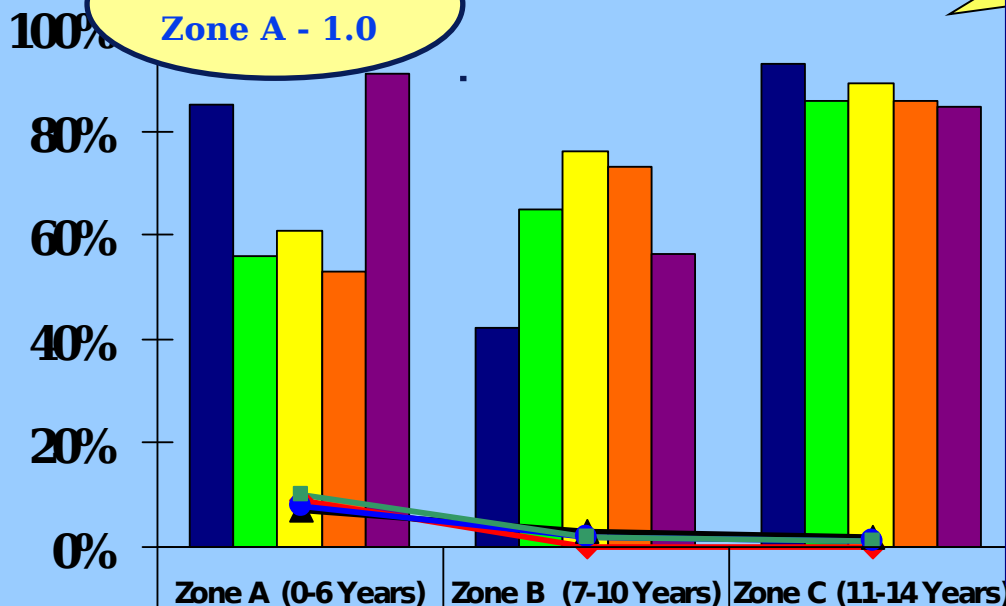
FY 02 Attrition Facts (Zone A)

SK(SS)   1) Drug Abuse – 1.31%
4.80%   2) Personality Disorder / Misconduct /
                Alcohol Abuse – 0.87% (each)

Supply: 1) Drug Abuse – 2.11%
6.56%   2) Misconduct – 1.26%
                3) Medical or Disability – 0.43%

ALNAV: 1) Drug Abuse – 2.19%
9.0%   2) Fraud/Erroneous Entry – 1.69%
                3) Misconduct – 1.54%

SK(SS)   1) Serious Offense - 3.27%
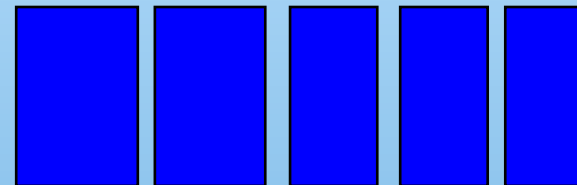**9.39%**   2) Drug Abuse – 2.04%
                   3) Misconduct – 1.22%

Supply: 1) Drug Abuse – 2.04%
 6.97%   2) Misconduct – 1.18%
                3) Personality Disability – 1.10%

ALNAV: 1) Drug Abuse - 1.7%
 8.3%   2) Fraud/Erroneous Entry - 1.5%
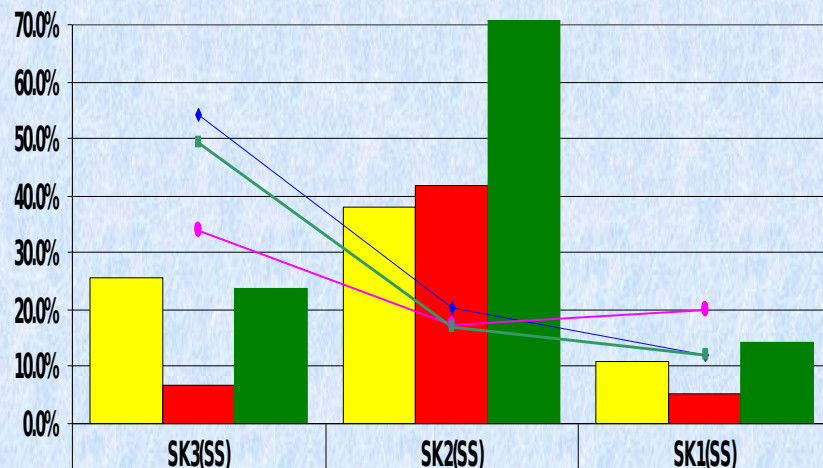   3) Misconduct – 1.3 %
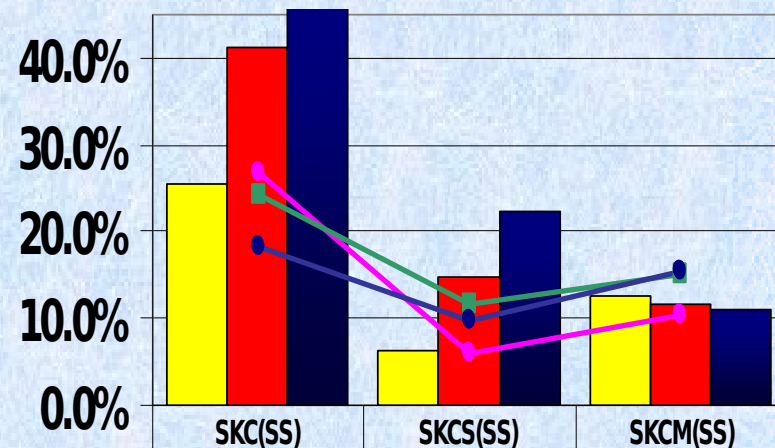
SK(SS) Advancement

Flow Points (Years)	SK3	ALNAV	SK2	ALNAV	SK1	ALNAV	SKC	ALNAV	SKCS	ALNAV	SKCM	ALNAV
TIG	1.4	1.3	3.6	2.5	4.1	5.4	4.3	5.6	4.0	5.8	2.9	4.6
TAFMS	3.1	2.4	4.5	4.5	10.4	10.4	13.6	14.9	17.1	18.4	19.7	20.2

SK(SS) Advancement E4-E6

	SK3(SS)	SK2(SS)	SK1(SS)
Sep 02	25.6%	37.9%	10.9%
Mar 03	6.8%	41.7%	5.4%
Sep 03	23.6%	71.1%	14.1%
14 Yr SK(SS) Avg	54.4%	20.5%	12.0%
ALNAV SEP 03	33.9%	17.4%	19.8%
14 Yr ALNAV AVG	49.2%	16.8%	12.1%

SK(SS) Advancement E7-E9

	SKC(SS)	SKCS(SS)	SKCM(SS)
FY 02	25.4%	6.5%	12.5%
FY 03	41.1%	14.8%	11.8%
FY 04	50.0%	22.5%	11.1%
14 Yr SK/SS Avg	26.6%	5.9%	10.4%
ALNAV FY 04	24.2%	11.7%	15.0%
14 Yr ALNAV Avg	18.2%	9.9%	15.3%

SK(SS) Billet Breakdown

Actual Sailors Serving Out of Rate

-Instructor - 0   - Recruiting – 7 (-5)

-RDC - 0   - Security – 1 (-3)

-General - 6 (-18)

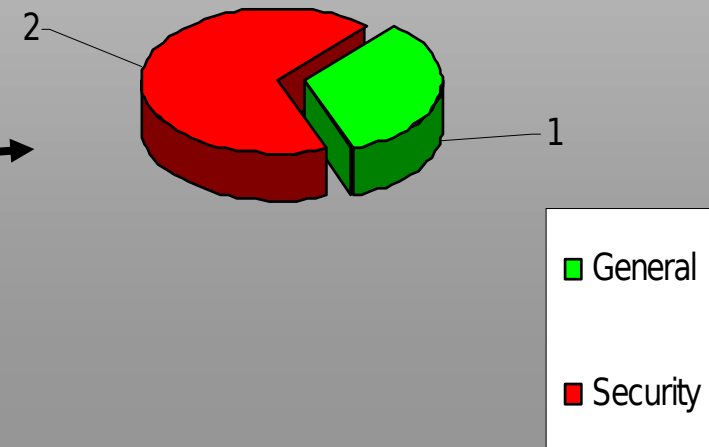**Total: 14 (-26) people serving in 3 (+3) billets**
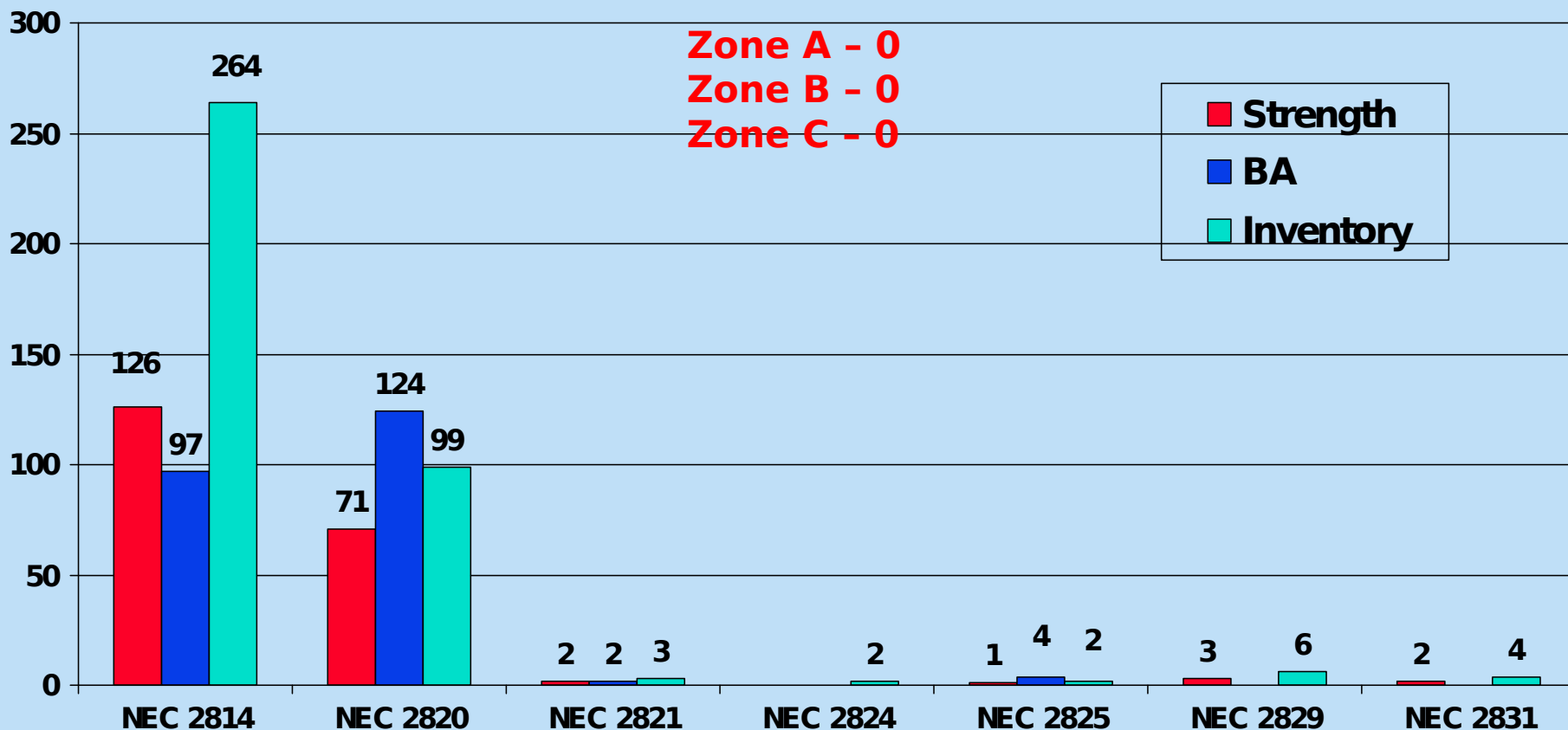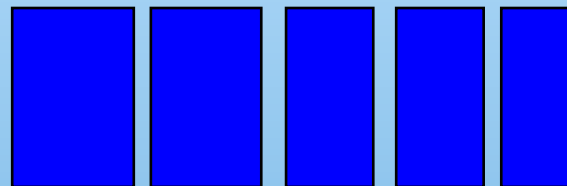
SK(SS) Shore Billets
In Rate vs Out of Rate

99%

1%

In Rate
Out of Rate

SK(SS) Shore Billets
Out of Rate

2

1

General

Security

SK (SS) Rating
NEC Manning and SRB Rates

Zone A – 0
Zone B – 0
Zone C – 0

Legend:
- ■ Strength (red)
- ■ BA (blue)
- ■ Inventory (cyan)

NEC	Strength	BA	Inventory
NEC 2814	126	97	264
NEC 2820	71	124	99
NEC 2821	2	2	3
NEC 2824			2
NEC 2825	1	4	2
NEC 2829	3		6
NEC 2831	2		4

2814 - SNAP II Technical Specialist   **2824 - SUADPS RT Technical Specialist**

2820 - SNAP II SFM Supervisor   **2829 - Relational Supply UNIT Tech. Specialist**

2821 - Air Transportation Specialist   **2825 - SUADPS RT Adv**

SK Schools List

Course	ASVAB Rqmt	CIN	FY 01 Util %	FY 02 Util %	FY 03 Util %	Course Length	CDP	Location
SK "A" School	Surface – AR+VE=103 Submarine – AR+MK+EI=GS=200 or AR+VE+MK+MC=200	A-551-0014	91%	78%	70%	6 Weeks	6059 6640	NTTC Meridian, MS

"C" Schools

Course	NEC Awarded	CIN	FY 01 Util %	FY 02 Util.%	FY 03 Util.%	Course Length	CDP	Location(s)
SNAP II Technical Specialist (Career Schools Listing – SK(SS) Only)	2814	A-551-0093	86%	95%	64%	19 Days	196J 574F 370U 3288 3289 243N	FTC Norfolk FTC San Diego TTF Kings Bay, GA TTF Bangor, WA SUBSCOL Groton, CT SUBTRA Pearl Harbor
SNAP II SFM Supervisor	2820	A-551-0094	41%	31%	29%	5 Days	363F 437Y 652L 767B	NSCS Athens, GA TTF Bangor, WA FTC Norfolk FTC San Diego
SUADPS RT Technical Specialist Operations and Management	2824	A-551-0085	50%	37%	8%	47 Days	068F 574E	FTC Norfolk FTC San Diego
SUADPS RT Adv. Tech Specialist Manager	2825	A-551-0096	37%	34%	23%	12 Days	593L 9497	NSCS Athens, GA
Relational Supply FORCE Operations Technician	2828	A-551-0029	--	25%	63%	33 Days	746L 746M	FTC Norfolk FTC San Diego
Relational Supply UNIT Technical Specialist	2829	A-551-0026	--	23%	23%	12 Days	740M 746F	FTC Norfolk FTC San Diego
Relational Supply FORCE Stock Control Supervisor	2830	A-551-0027	--	--	--	5 Days	746H	NSCS Athens, GA
Relational Supply UNIT Stock Control Supervisor	2831	A-551-0028	--	--	13%	5 Days	746J 750C 755X	NSCS Athens, GA FTC San Diego Norfolk, VA

SK Schools List
(Continued)
"C" Schools

Course	NEC Awarded	CIN	FY 01 Util.%	FY 02 Util.%	FY 03 Util %	Course Length	CDP	Location(s)
Personal Property Traffic Management	2819	A-553-0010	0%	0%	14%	10 Days	593M	USATC Ft Eustis, Va
Transportation of Hazardous Materials	--	A-822-0012	291%	324%	418%	12 Days	6014 6016	FTC San Diego FTC Norfolk
Apprentice Air Transportation Specialist	--	A-882-0015	16%	28%	14%	37 Days	398V	NTTC Lackland AFB
Transportation of Hazardous Materials	--	A-822-0016	18%	28%	15%	12 Days	398W	NTTC Lackland AFB
Air Transportation Specialist	2821	A-822-0017	24%	--	--	50 Days	398U	NTTC Lackland AFB
NALCOMIS System Specialist Career Schools Listing	8012	C-551-2016	74%	44%	15%	26 Days	4222 574P	FTC Norfolk FTC San Diego
NALCOMIS IMA DB Administrator	8013	D/E-555-0029	44%	25%	43%	10 Days		FASO Norfolk FASO San Diego
NALCOMIS OPTIMIZED IMA Aviation Supply Systems Specialist	8014	C-551-2019	--	--	58%	26 Days	741V 741U	FTC Norfolk FTC San Diego
NALCOMIS OIMA SAA	8015	C-555-0050	--	--	--	12 Days	765X 765Y	FTC Norfolk FTC San Diego
Navy Air Crewman Candidate School	8201/8209	Q-050-1500	186%	106%	133%	25 Days	806E	NAVAVSCOLS Pensacola, FL
HAZMAT Control and Management Technician	9595	A-322-2600	93%	88%	89%	5 Days	438D 592X	NAVOSH Norfolk NAVOSH San Diego
Ammunition Administration	--	J-041-0103	81%	98%	365%	5 Days		ALL Major Fleet Areas
ROLM DBA (Ordnance Inv Sys)	--	J-041-2104	65%	173%	116%	5 Days		All Major Fleet Areas
ROLM Advanced	--	J-041-2105	--	15%	43%	5 Days		All Major Fleet Areas
Basic Shipboard Cargo Handling	9570	G-060-2010	274%	260%	312	12 Days	849M	NCHAPGR Williamsburg

SK Schools List
(Continued)

"C" Schools

Course	NEC Awarded	CIN	FY 01 Util.%	FY 02 Util.%	FY 03 Util.%	Course Length	CDP	Location(s)
Support Equipment Asset Manger (Local Asset Management System (LAMS))	9590	D/E-555-0026	--	150%	--	19 Days		FASO PAC FASO Atsugi FASO Miramar FASO Whidbey Island FASO LANT FASO JAX
Supply and Fiscal Support Independent Duty Ashore SK (FTS / RESERVES only)	2813	R-551-0010	83%	71%	99%	19 Days	869D	NAVRESPRODEVCEN New Orleans

"F" and "Other" Schools

Course	NEC Awarded	CIN	FY 01 Util.%	FY 02 Util.%	FY 03 Util.%	Course Length	CDP	Location(s)
Work Center IMRL Collateral Duty Manager		D/E-555-0001	--	--	--	3 Days		FASO LANT FASO JAX FASO Cherry Point FASO Brunswick FASO PAC FASO Lemore FASO Whidbey Island FASO Miramar
Aircraft Corrosion		C-600-3183	---	--	---	5 Days		NAMTRA Norfolk
CUU Issue/Infantry Gear/Special Clothing Outlet		S-170-0171	--	--	--	--		MOBCBTRNG Gulfport MOBCB PT Hueneme
Basic MPS Hagglunds Crane		G-060-2160	--	--	--	12 Days		NCHAPGR Williamsburg
Reserve Cargo Handling Supervisor		G-060-2040	--	--	--	12 Days		NCHAPGR Williamsburg

SK Schools List
(Continued)
"F" and "Other" Schools

Course	NEC Awarded	CIN	FY 01 Util.%	FY 02 Util.%	FY 03 Util.%	Course Length	CDP	Location(s)
Naval Construction Force Organization and Logistics		S-710-0167	--	--	--	--		MOBCBTRNG Gulfport MOBCB PT Hueneme
Federal Logistics Data/Consolidated Shipboard Allowance List (FEDLOG/COSAL)		A-610-0037	--	--	--	12 Days		NAVCONTRACEN PT Hueneme NAVCONTRACEN Gulfport
Advanced Shipboard Cargo Handling		G-060-2020	--	--	--	12 Days		NCHAPGR Williamsburg
Construction Mechanic repair Parts Storeman		A-610-0012	--	--	--	26 Days		NAVCONTRACEN PT Hueneme
NCF Containerization Program Familiarization		S-710-0168	--	--	--	--		NAVCONTRACEN PT Hueneme NAVCONTRACEN Gulfport
Basic Air Cargo Handling		G-060-2030	--	--	--	12 Days		NCHAPGR Williamsburg
Advanced Shipboard Cargo Handling		G-060-2020	--	--	--	12 Days		NCHAPGR Williamsburg
Automotive Repair Parts Outlet		S-710-0173	--	--	--	--		NAVCONTRACEN PT Hueneme NAVCONTRACEN Gulfport
Central Storeroom Camp Maintenance Storeroom		S-710-0170	--	--	--	--		NAVCONTRACEN PT Hueneme NAVCONTRACEN Gulfport
Table of Allowance Familiarization		S-710-0165	--	--	--	--		NAVCONTRACEN PT Hueneme NAVCONTRACEN Gulfport
Central Toolroom Outlet		S-710-0172	--	--	--	--		NAVCONTRACEN PT Hueneme NAVCONTRACEN Gulfport

➢**NALCOMIS and R-Supply NEC Billet Coding**

➢**Aviation Experience NEC and Billets**

➢ **OTA/OTM merged with STG Oct 97**
➢ **GMG/GMM merged Oct 97**
➢ **ML/PM disestablished Oct 97**
➢ **DS merged with FC/ET Oct 98**
➢ **RM/DP merged into RM Oct 98**
➢ **IM/OM disestablished Oct 99**
➢ **RM name changed to IT OCT 99**
➢ **AMH/AMS merged into AM Mar 01**
➢ **SK/AK merged Jan 03** ★
➢ **CTT/EW merged Oct 03**
➢ **MS – Rating Name Change to Culinary Specialist (CS)--- Complete: Jan 04**
➢ **DK/PN – NEOCS approved… to CNO and SECNAV for approval**
➢ **SM disestablishment – move SM competencies to QM**
➢ **NCC/NCR pilot for potential merger – in progress**
➢ **PH/DM/LI/JO commonality study complete – CHINFO has lead**
➢ **HM/DT commonality study requested**
➢ **YN/LN/RP- OCCSTDS being updated…then req. commonality study**
➢ **Center for Naval Eng – plan to merge 9 ratings into 4**

> **NAVSUP has just a few of the many ratings initiatives completed or currently working**

Advancement Flow Point

TOTAL ACTIVE FEDERAL MILITARY SERVICE (TAFMS)

FY-03

Flow Point Years	PO3	PO2	PO1	CPO	SCPO	MCPO
ALNAV	2.4	4.5	10.4	14.9	18.4	20.2
SK	2.6	4.7	10.5	13.7	16.4	18.9
SK(SS)	3.1	4.5	10.4	13.6	17.1	19.7
DK	2.7	5.1	12	15.6	18.7	20.6
CS	2.6	6.6	11.3	14.6	17.3	20.3
CS(SS)	2.6	4.7	11.2	14.2	17.7	21
PC	2.7	5.4	9.7	14.4	16.3	22.2
SH	2.7	6.7	12.3	15.5	18.4	20.2

- **CNO goal - The percentage of E-4s through E-9s (Top 6) grew to 72.5%, up from 71.5 in FY 02 moving almost halfway toward our goal of 75.5% by FY07**

FTS Advancement Flow Points
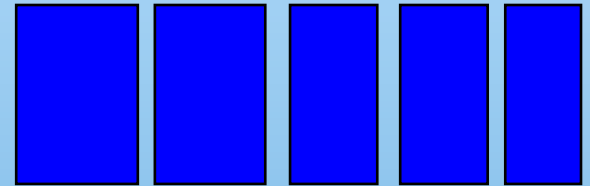
TOTAL ACTIVE FEDERAL MILITARY SERVICE (TAFMS)

FY-03

ALNAV	2.4	4.5	10.4	14.9	18.4	20.2
SK FTS	2.4	5.2	12.2	14.1	18.5	18.8
CS FTS	2.8	6.1	12.2	15.8	18.4	20.4
DK FTS	2.7	4.0	9.4	18.6	19.9	20.7

- **CNO goal - The percentage of E-4s through E-9s (Top 6) grew to 72.5%, up from 71.5 in FY 02 moving almost halfway toward our goal of 75.5% by FY07**

Supply Department Command

FTS - Supply Department Command
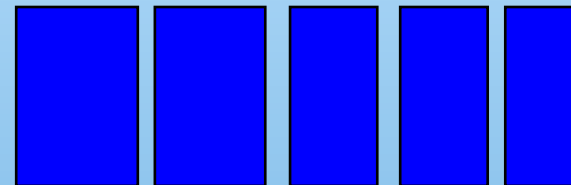
Supply Dept - % of All FTS CAP'd
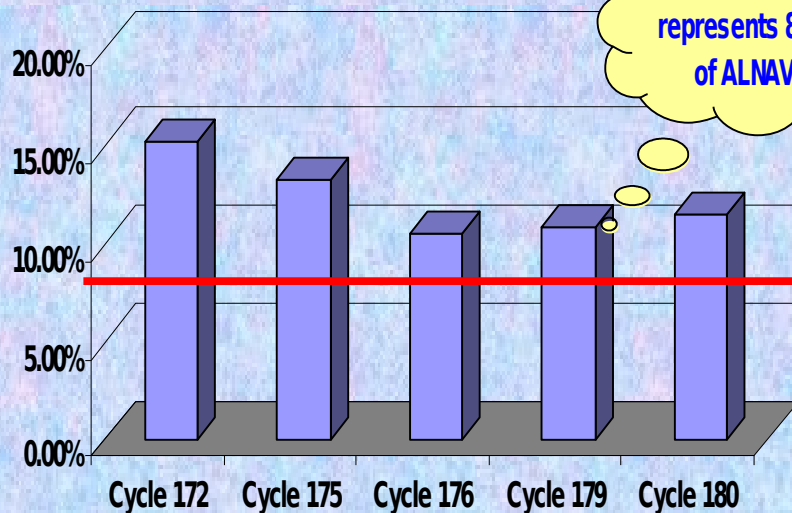
% CAP'd From Exam PNA
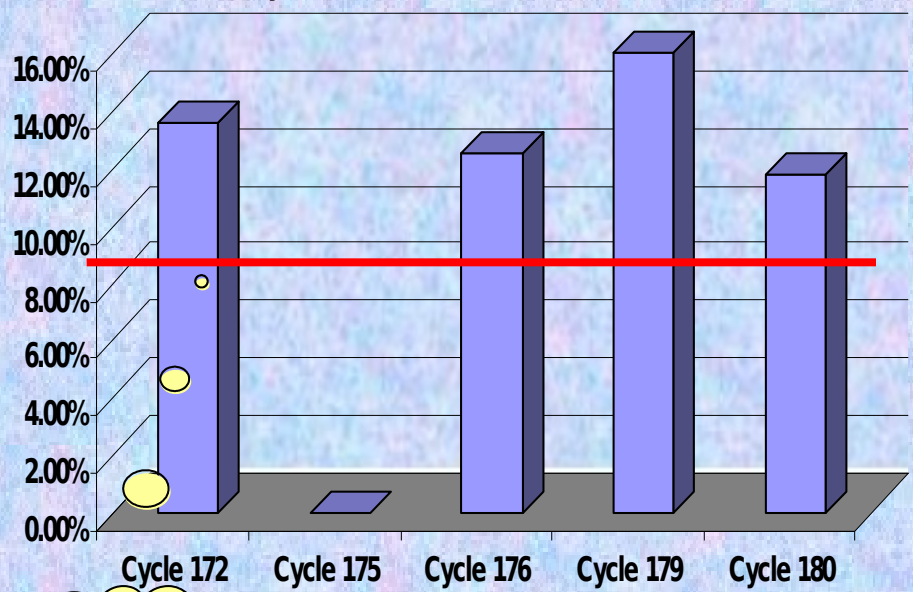
% CAP'd Supply Versus Supply
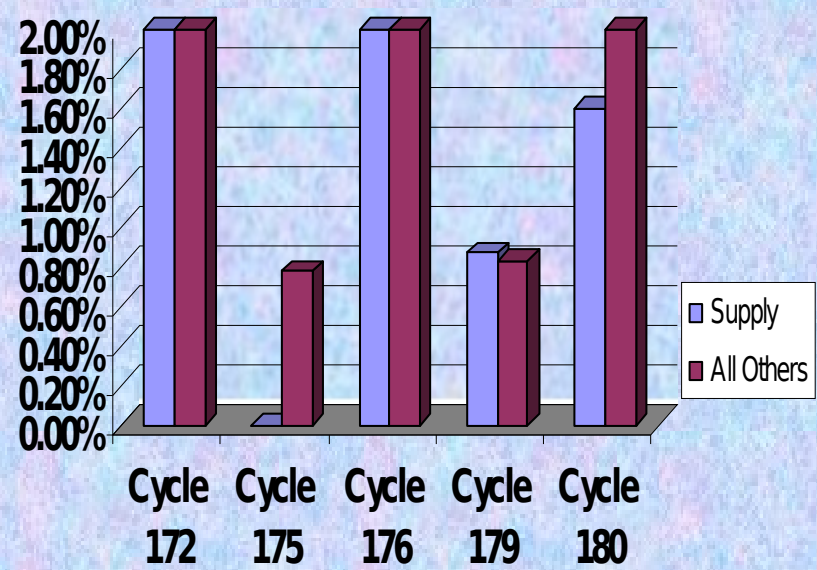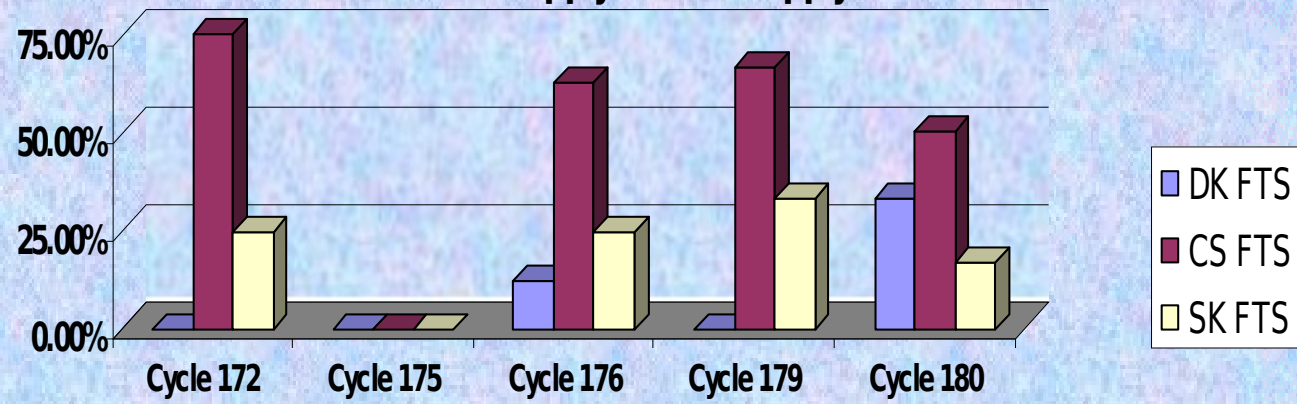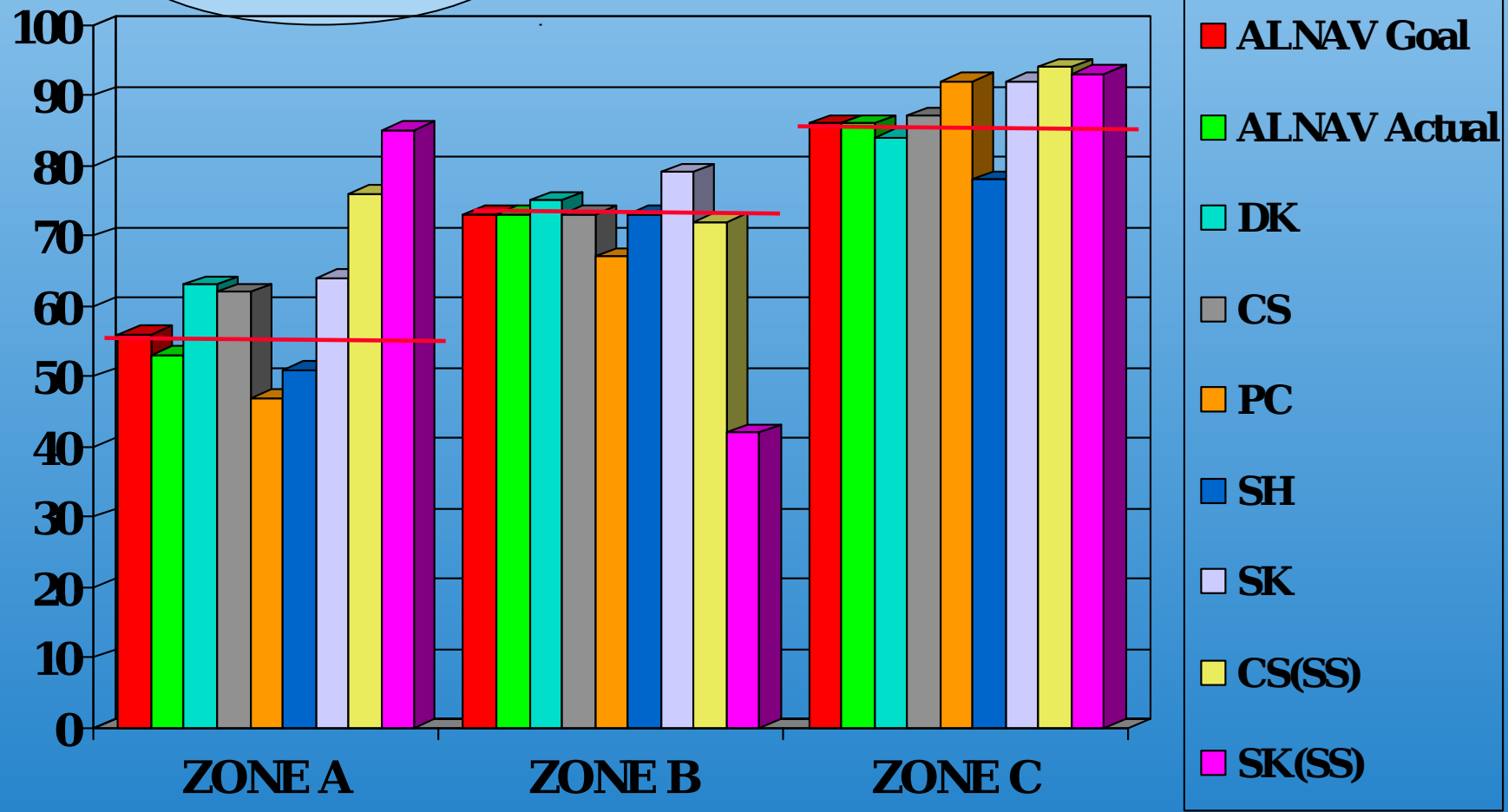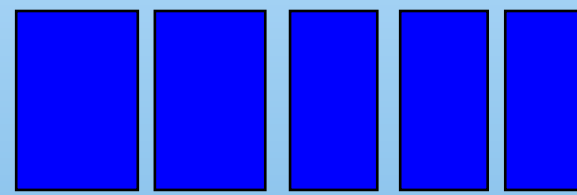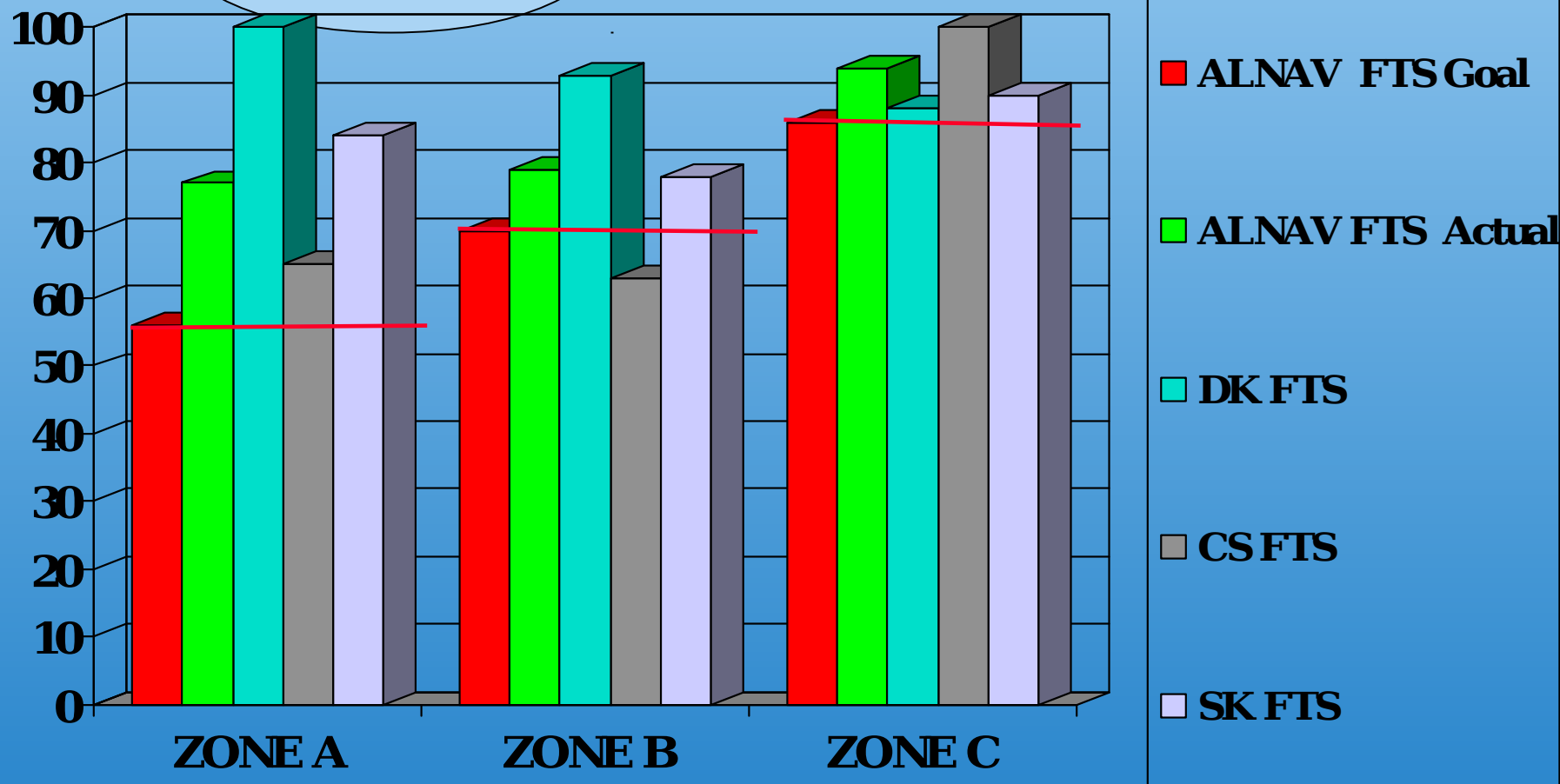
Supply Dept represents 9.3% of FTS
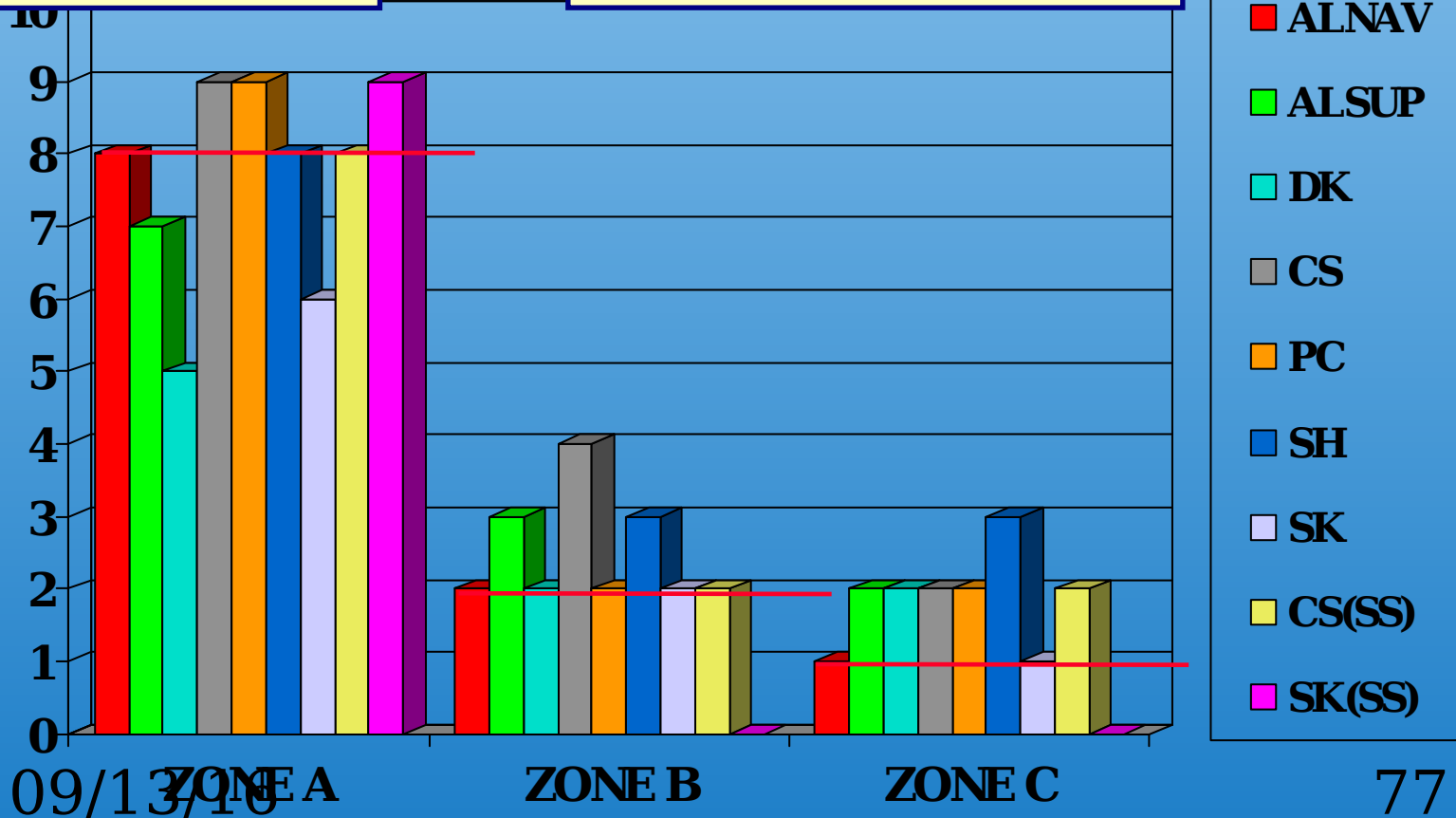
FY04 FTS Attrition Rates FYTD

Legend:
- ALNAV FTS
- DK FTS
- CS FTS
- SK FTS

ZONE A   ZONE B   ZONE C

- Advancements/Retention
- LDO/Warrant Officer Programs
- Command Master Chief Program
- Retirements/Separations
- Mentoring

09/13/16

Advancement Planning
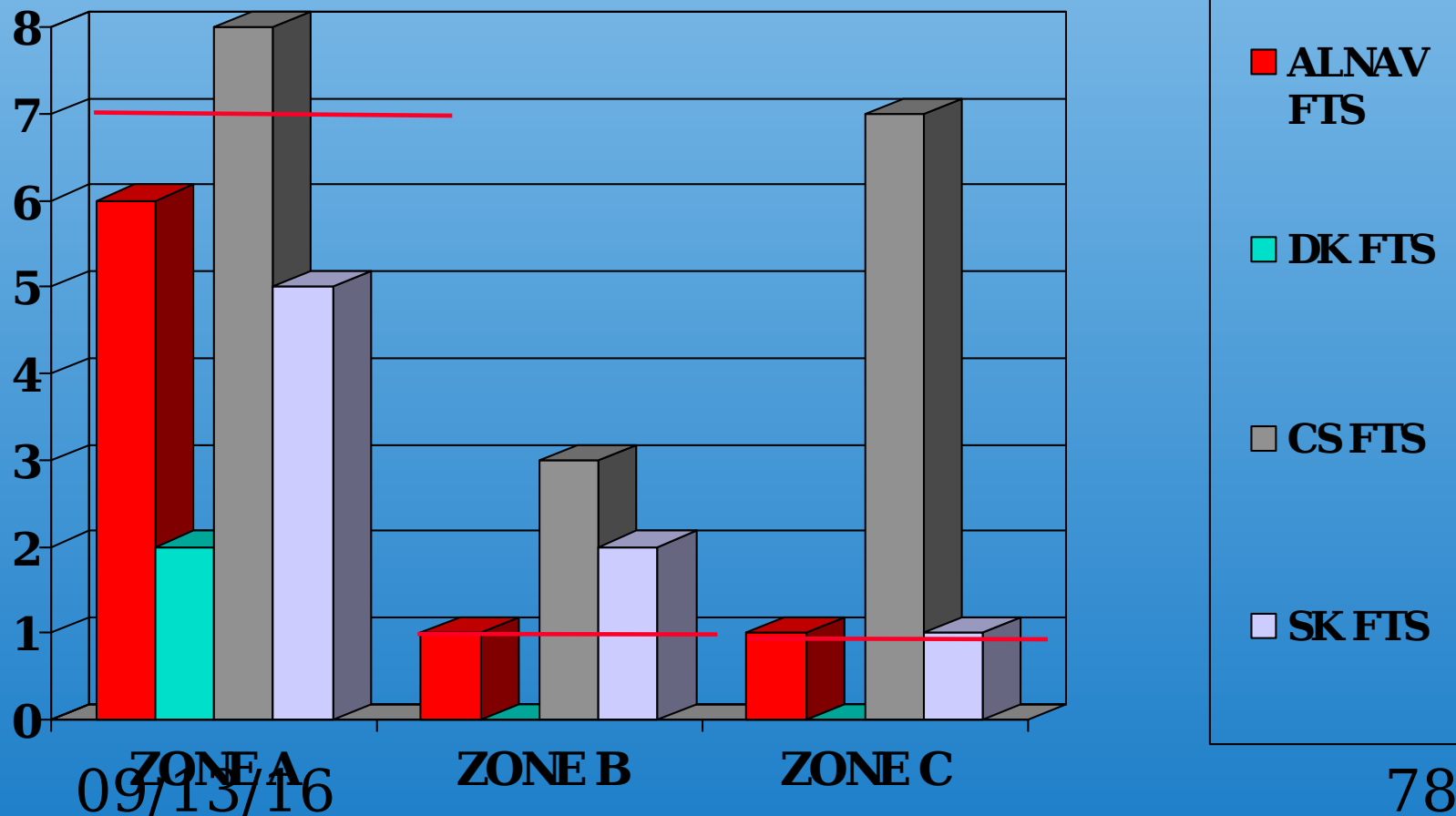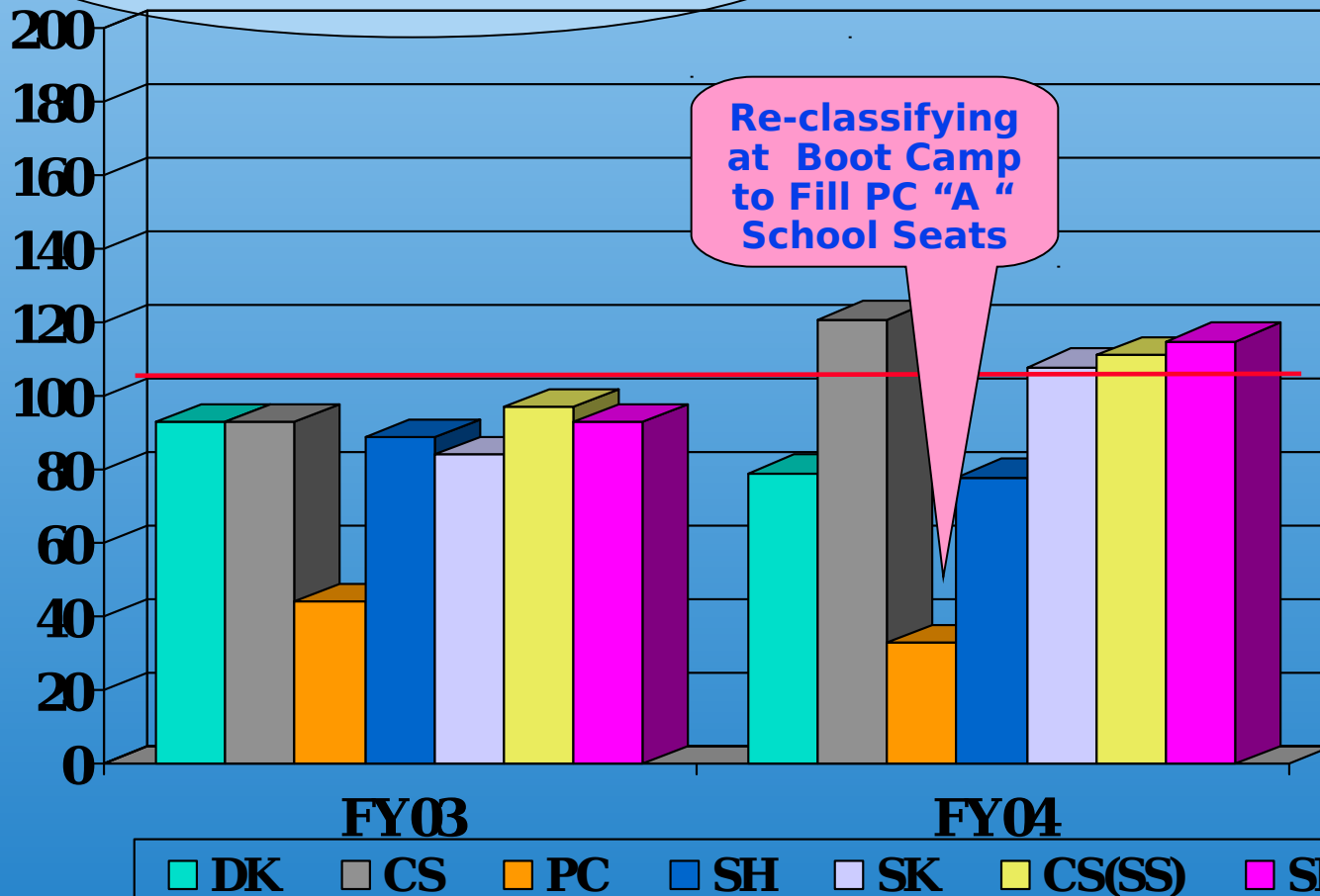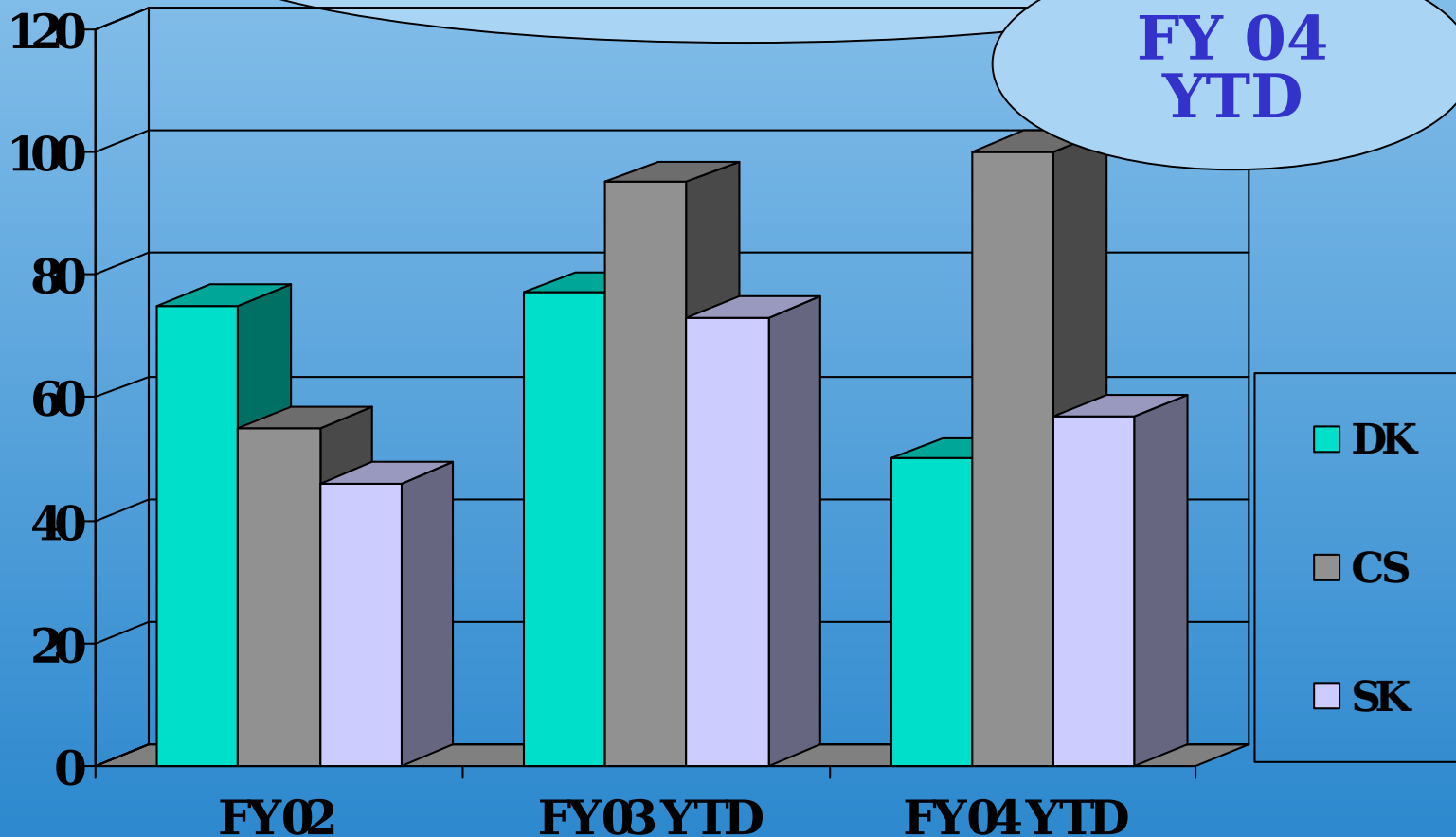
DEPARTMENT OF THE NAVY
NAVAL EDUCATION AND TRAINING PROFESSIONAL DEVELOPMENT AND TECHNOLOGY CENTER (N321)
6490 SAUFLEY FIELD ROAD, PENSACOLA, FL 32509-5240

06/11/2002

	PRESENT RATE	EXAM RATE	GROUP	BRANCH CLASS	CYCLE	SERIAL NO.	DATE	UIC	CODE
FROM: COMMANDING OFFICER									
TO:	SK2	SK1	2	USN	175	1750795	MAR02	39701	LW

SUBJ: EXAMINATION PROFILE INFORMATION AND EXAM STATUS

FINAL MULTIPLE FACTOR SCORE BREAKDOWN	Exam Standard Score	PMA (Eval Avg)	Serv. In Pay Grade (YYMM)	Awards	PNA	Your Final Multiple	Minimun Multiple Req'd
YOUR multiple broken down by each factor	60.41	110.00 (4.00)	29.00 (0500)	12	17.00	228.41	218.88
AVERAGE of candidates advanced in you rate	62.41	104.1 (3.90)	31.51 (0706)	10	17.6	PAGE:	1

PNA POINT BREAKDOWN	CYCLE	CYCLE	CYCLE	CYCLE	CYCLE	
	172	171	168	167		TOTAL
PNA POINT EARNED FROM YOUR PREVIOUS EXAMS/PMAs THAT WERE APPLIED TO THIS EXAM'S FINAL MULTIPLE SCORE	2.5	2.0	1.5	2.5		08.5

PNA POINTS EARNED FROM THIS EXAM ADMINISTRATION THAT WILL APPLY TOWARD YOUR FMS ON THE NEXT EXAM	FROM EXAM STANDARD SCORE	FROM PMA	TOTAL

EXAMINATION SCORE BREAKDOWN BY SECTION:

NO. TOPIC	NUMBER OF QUESTIONS	YOUR SCORE	YOUR %ILE
1. MATERIAL IDENTIFICATION	15	7	47
2. ORGANIZATION AND ADMINISTRATION	12	8	75
3. MATERIAL PROCUREMENT	15	9	73
4. MATERIAL RECEIPTS; CUSTODY & STOWAGE	12	9	92
5. EXPENDITURE, SHIPMENT & TRANSPORTATION	15	10	73
6. INVENTORY MANAGEMENT	15	9	82
7. SPECIAL MATERIAL	12	9	84
8. FINANCIAL MANAGEMENT	19	8	43
9. SAFETY	14	7	34
10. FIRST AID & HEALTH	10	7	89
11. CAREER INFORMATION	14	7	47
12. CUSTOMS, TRADITIONS AND COURTESIES	14	10	71
13. SECURITY REQUIREMENTS	10	7	73
14. PROGRAMS AND POLICIES	19	15	85

YOUR OVERALL PERCENTILE WAS 85.
YOU SCORED HIGHER THAN 85 PERCENT OF THE CANDIDATES IN YOUR RATE WHO TOOK THIS EXAM.

Total number of exam questions may vary due to deletions.
Deleted question result if equipment or procedures become obsolete between the time the exam is written and the time the exam is taken. Deletions do **NOT** change a candidate's chance for advancement. The standings are based on over 90% returned answer sheets. No change occurs with all returns in.

STATUS: PASS

1. PROVIDED ELIGIBILITY IS MAINTAINED, SUBJECT CANDIDATE IS AUTHORIZED ADVANCEMENT TO SK1.
ADVANCEMENT MAY BE EFFECTED ON 16 SEP 2002. VERIFY ALL FMS DATA AS CORRECT PRIOR TO EFFECTING THIS ADVANCEMENT. AUTHORITY FOR ADVANCEMENT IS NETPDTC ADV LTR 3-02.

CONTACT YOUR ESO FOR MORE INFORMATION ABOUT DATA USED FOR YOUR MULTIPLE CALCULATION. DO NOT USE THIS SHEET TO STUDY FOR NEXT EXAM. EXAM CONTENT VARIES FROM ONE EXAM SERIES TO ANOTHER. THIS SHEET CONTAINS THE TOPICS THAT WERE USED *IN THIS EXAM ONLY* AND MAY OR MAY NOT APPEAR ON FUTURE EXAMS. TO CHECK FUTURE EXAMS. GO TO NETPDTC WEB SITE UNDER BIBS PORTION AT WWW.ADVANCEMENT.CNET.NAVY.MIL.

Advancement Planning

- Advancement quotas are based
  - Retention Behavior
  - Current Vacancies
  - Losses (Advancements & Separa
  - Projected Future Force Levels
  - Total Navy Manning for Paygrade
- Final Multiple Score (FMS) cu
  - All exam candidates are rank ordered by FMS
  - NETPDC draws the line at the point where the quotas are met
    - Approx. top 60% make board for E7
- Proximity of Individual FMS to cut line
  - A few points can be hundreds of names
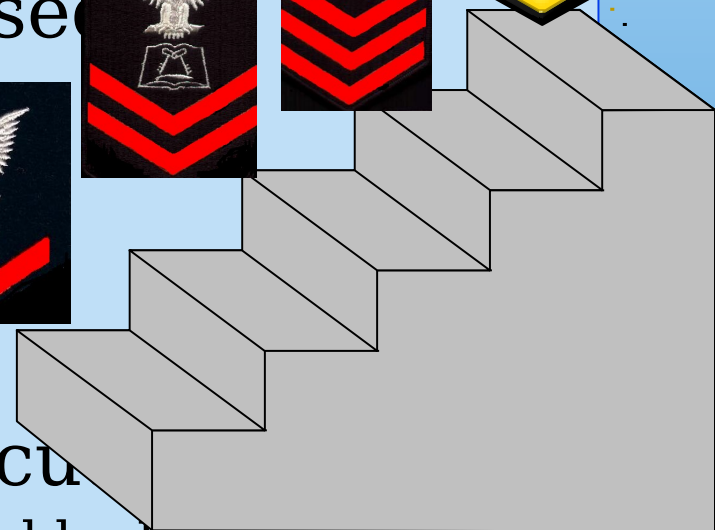
Navy Advancement Center:
https://www.advancement.cnet.navy.mil

Advancement Planning
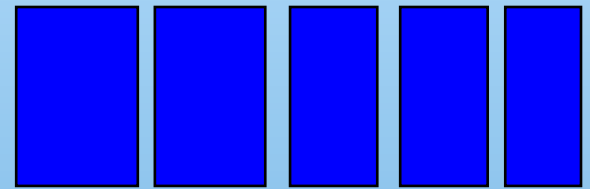
- Are you scoring well on your rating exam?
  - ➢ **To "Pass" the 200 Question EXAM:**
    - ◆ **E4 – 56 Correct (28%)**
    - ◆ **E5 – 62 Correct (31%)**
    - ◆ **E6 - E7 68 Correct (34%)**
- Do you know how your FMS is computed?
- Are you competitive…understand the evaluation process?
- Do you have a warfare qualification pin?
- Are you taking the right job assignments?
- Are you pursuing off-duty education?
- Are you involved in your command?

Are you on target? **Talk to your Department Career Counselor and LCPO to ensure you are on the right course.**
Discrep:
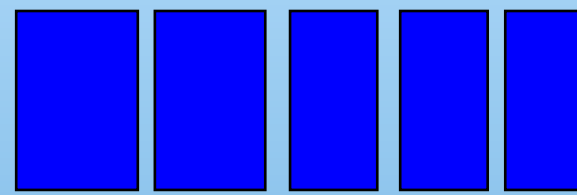
- *An Excellent Program for All Supply Master Chiefs*

  PREVIOUS SUPPLY RATE:

  SKCM = 27

  CSCM = 23

  SHCM = 4

  PCCM - 1

  DKCM = 1

  > **Underutilized!**

  > Supply Rates are Under-Represented in CMC Program

  > 701 CMC'S Navy Wide

    ◆ Only 56 (7.9 %) are from Supply Rates

    ◆ **Supply Ratings Make Up 8.1% of Enlisted Force (Surface and Submarines)**

Date				Rating
Dec-00	80	5	7	MS-3/ SK-2
May-01	60	3	6	MS-1/ SK-1/PC-1
Oct-01	49	7	9	MS-2/ SK-5
Jun-02	60	5	8	MS-1/ SK-3/SH-1
Oct-02	20	1	4	MS-1
Jun-03	50	5	9	MS-1/SK-4
Jan-04	101	4	4	CS-2/DK-1/SK-1

LDO/CWO Programs

- Provides path to officer for supply enlisted

- Strong technical expertise and leadership experience

- Large increase in Food Service Warrant Billets FY02

"Enlisted To Officer Commissioning Programs Application Administrative Manual" - OPNAVINST

FY	LDO 651X	Warrant (SC) 751X	Warrant (FS) 752X
2005	2	4	5
2004	12	1	2
2003	13	2	5
2002	14	6	16
2001	15	6	10
2000	19	5	4
1999	12	2	1
1998	1	2	1

Seaman to Admiral - 21
(STA - 21) Program

What is Seaman to Admiral – 21?

➢ **STA-21 is a commissioning program in which participants maintain the pay, benefits, and privileges they enjoy as active duty sailors, and receive a scholarship to attend a top-notch university**

Commissioning programs combined to create STA-21

➢ **Seaman to Admiral; Enlisted Commissioning Program (ECP); Aviation Enlisted Commissioning Program (AECP); Nuclear Enlisted Commissioning Program (NECP); Civil Engineering Corps Enlisted Commissioning Program (CECECP); Fleet Accession to Naval Reserve Officer Training Corps (NROTC); Broadened Opportunity for Officer Selection and Training (BOOST)**

Requirements

➢ **Able to complete requirements for a baccalaureate degree in 36 months or less.**

➢ **Open to all pay grades and ratings. Must be commissioned prior to 31st birthday.**

➢ **Submit documentation listed in OPNAVINST 1420.1A (Chapter 8) paragraph 7 (Application Procedures).**

➢ **Personally interviewed by his/her command**

➢ **Applications submitted no later than 1 July of the application year**

➢ **If disenrolled from STA-21 at any time, students will be issued PCS orders to new assignment to complete 5 years of enlisted service.**

Seaman to Admiral - 21
(STA – 21) Program

Eligibility requirements
- A United States citizen
- Recommended by the Commanding Officer
- Serving on active duty
- A high school graduate
- Meet physical commissioning requirements
- Have no record of courts- martial convictions, DUI, or DWI

Advantages of the STA – 21
- Participants maintain the pay, allowances and benefits
- Still eligible for enlisted advancement
- Sailors will receive up to $10,000 per year to cover tuition, books and fees

Disadvantages of the STA – 21
- Not eligible for TA, MGIB, NCF and VEAP benefits
- Not eligible for special duty assignment pay

Application forms: *www.STA-21.navy.mil*
- STA-21 application form
- Sample of Commanding Officer endorsement form
- Nomination review board chairperson recommendation form
- Interviewer verification form and Interviewer appraisal sheet
- STA-21 application checklist
- Sample of STA-21 application cover letter

myPay

➢ Concept

➢ Sailor, Soldier, Airman takes care of own pay transactions

Navy leads all services with 62% participation

➢ Benefits

➢ **Immediate satisfaction for the customer**

➢ **Format mirrors hardcopy LES**

➢ **Display 3 instances of LES : Current plus prior 2**

➢ *Website:* **https://mypay.df**

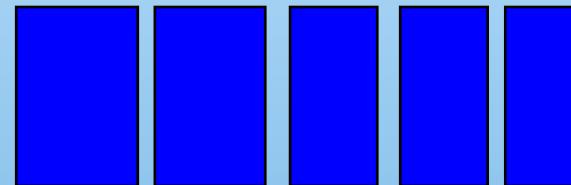**Changes to your TSP can be made through myPay and does not require a form**

➢ Navy Capabilities:

➢ **Federal and state tax changes**

➢ **W-2**

➢ **Direct Deposit/Electronic Funds Transfer (EFT)**

➢ **View/Save LES – Soon to be 12 months of LES history**

➢ **Turn off hardcopy LES**

➢ **TSP**

➢ **Travel AOP**

➢ **Address changes (except Army & Navy – AC)**

myPay....New PIN

➢**FAX or mail the following information to DFAS in order to establish a new temporary PIN:**

  ➢ **Name , SSN**

  ➢ **Copy of your government photo ID (If you do not have a government photo ID, you can send a copy of your driver's license or other photo ID.)**

  ➢ **Daytime phone number**

  ➢ **Signature**

➢**FAX: 216-522-5800 or Send this information to:**

➢**DFAS-Cleveland/PMCAA
Attention myPay
1240 East 9th Street
Cleveland, Ohio 44199**

Future Initiatives:
•**Allow up to seven EFT allotments**
•**Former Spouse accounts**

➢**If you Fax or Mail your request, your new Temporary PIN will be set to the last five numbers of your SSN.**

➢**Wait at least two business days before attempting to use your new temporary PIN (allow additional time if you mailed your request).**

➢**You will not receive any notification that your temporary PIN has been reset**
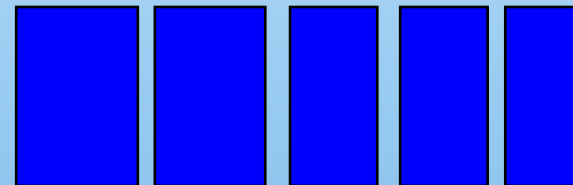
Retirement/Separation

- **20+ Year Retirements Now the Norm…**
  - ➢**High Year Tenure Adjustments (E4-10/E6-20)**
- **Big Decision Ahead…"REDUX" Repeal…15 Yr Point**
  - ➢ **Lump sum $30K (Career Status Bonus (CSB))**
    - ◆ **Taxable: 28% tax bracket = $21,600 available**
    - ◆ **If desired $15K - $6K Multi-Year Payments**
      - **Allows for non-taxable contributions to TSP or other qualified non-taxable investment**
  - ➢ **40% retirement at 20 YOS**
    - **2% for First 20 yrs ; 3.5% for last 10 yrs**
    - **COLA: CPI minus 1%**
    - **At 62, multiplier (50%, 60%) set as if High 3, one time COLA catch up, and then COLA back to CPI - 1%**
- **Retain High 3**

Ethics

- **Be the leader…be the example**
- **Choose the moral high ground**
  - **It's the right thing to do**
  - **It shows others the right way to do**
- **Do it for…**
  - **Yourself**
  - **Your family**
  - **Your ship**
  - **Your Navy**
- **Honor those you serve with and who served before you**

Honor
Courage
Commitment

NAVSUP Officer & Enlisted Communication Initiative

Constant Communication:
Officer Roadshow: OCM and Detailers
Enlisted Roadshow: ECM/NAVSUP CNO Directed Master Chief

- **NAVSUP Newsletter**
- **Flashes from the Chief**
- *It's Your Career*
- **Mentoring Guides**
- **Website**
  www.navsup.navy.mil

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Supply Corps Foundation Scholarships

Purpose

To provide scholarships for dependent sons or daughters of Navy Supply Corps Officers and Enlisted personnel in designated Supply Ratings (DK, CS, PC, SH, SK) and those serving in Navy Cargo Handling Battalions regardless of rank, rating or designator.

Applications

Scholarships applications may be requested from:

Mr. Jack Evans,
Navy Supply Corps Foundation
1425 Prince Avenue
Athens, GA 30606-2205
Phone: (706)-354-4111

Donations: Combined Federal Campaign #1337

www.usnscf.com

05/13/10

2003-2004 Academic Year

- Total Applicants: 107

- Total New Scholarships Awarded: 42

(in addition to 8 carried forward from 2002-2003)

- This years recipients: 21 currently attending college / 21 will be entering for the first time

- 27 Females / 15 Males

- 79% from Officer Community

- 21% from Enlisted Community

Scholarships Awarded

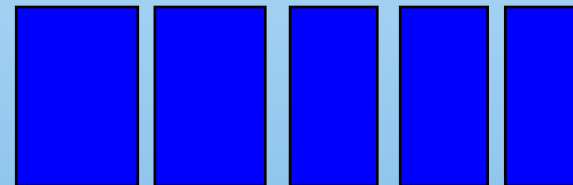1 / 4yr $10,000

5 / 1yr $5,000

9 / 1yr $2,500

Conclusion

- Get back to the Basics... Mentor, Develop, Guide and Lead our Sailors to success

- Many challenges ahead... Supply Leadership must be up to the challenge

- Communication is key...Many changes ahead... Ensure our Sailors are getting the word!!

Supply ECM Home Page

N132D15 - SUPPLY ENLISTED COMMUNITY MANAGER

NAVSUP
NAVAL SUPPLY SYSTEMS COMMAND

NAVY PERSONNEL COMMAND
Bureau of Naval Personnel

Navigation

N132D15 Home

Road Show Schedule

Online Rating Briefs

Online Roadshow

Downloads

Contacts

Information

Board of Directors

What does the ECM do?

Newsletter

AK/SK Merger

Visit the Supply ECM Web Site at

WWW.Bupers.NAVY.MIL/PERS2/ N132D15